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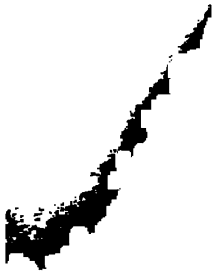

AGREEMENTS

BETWEEN

RAILWAY EMPLOYES

—AND—

RAILWAY OFFICIALS,

COMPRISING

SCHEDULE OF WAGES

AND OTHER

REGULATIONS.

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ATLANTIC & PACIFIC RAILROAD COMPANY.

Western Division.---General Manager's Office.

ALBUQUERQUE, N. M., September 1st, 1890.

The following schedules of pay and regulations will govern trainmen in the service of this company on and after this date:

PASSENGER SERVICE.

Passenger Conductors. $130.00 per month.

Passenger Brakemen, $75.00 per month.

It is understood that while two through trains daily each way are run as at present, there will be six crews for the New Mexico Division, six crews for the Arizona Division, and five crews for the California Division.

FREIGHT SERVICE.

The pay of Freight Conductors will be as follows:

Between Albuquerque and Winslow, $95.00 per month, for 3,000 miles or less, and 3 1-6 cents per mile for all excess mileage.

Between Winslow and Mojave, $105.00 per month, for 3,000 miles or less, and 3½ cents per mile for all excess mileage.

The pay of Freight Brakemen will be:

Between Albuquerque and Winslow, $70.00 per month, for 3,000 miles or less, and 2⅓ cents per mile for all excess mileage.

Between Winslow and Mojave, $80.00 per month, for 3,000 miles or less, and 2½ cents per mile for all excess mileage.

WORK TRAIN SERVICE.

Work Train Conductors will be paid $100.00 per month.

Work Train Brakemen will be paid $75.00 per month.

26 or 27 days per calendar month will constitute a month's work on work trains—12 hours or less to constitute a day's work.

Conductor with Helper Engine between Williams and Ash Fork will be paid $100.00 per calendar month. Twelve (12) hours to constitute a day's work, the hours to be regulated by Division Superintendents. Overtime to be paid as per Article 1.

REGULATIONS.

ARTICLE 1. On all freight runs of less than 100 miles requiring more than 10 hours to make the run, over-time will be paid if the hours used

on the trip exceeds 12 hours, in which case all over-time exceeding 10 hours will be paid at freight rates.

On all freight runs exceeding 100 miles, trainmen will be paid overtime for all time used to complete the trip in excess of an average speed of 10 miles per hour at freight rates.

On all through freight runs between Winslow and Williams and between Peach Springs and Williams, where Williams is made division terminal, over-time will be paid for all time used to complete the trip in excess of 10 miles per hour.

ART. 2. Trainmen required to remain on duty over 30 minutes with their trains after arriving at a main line terminal station, shall be paid at the rate of 10 miles per hour.

ART. 3. In computing over-time no fraction of an hour less than 30 minutes will be counted. Any fraction of an hour over 30 minutes will be counted an hour.

ART. 4. Any Conductor or Brakeman running less than 100 miles in 24 hours on freight or extra passenger service or special trains, will be paid the same as if 100 miles had been run, and in addition for any overtime earned under Article 1.

ART. 5. Freight and passenger crews making extra trips in addition to their regular assigned runs will be allowed extra time upon the basis allowed other crews in similar service.

ART. 6. Crews dead-heading under orders will be paid one half their regular rates. The first crew out will run dead-head, and the second run the train; the dead-heading crew being first out on reaching terminal of that run.

ART. 7. Crews not assigned to regular runs will be run first in first out.

ART. 8. All trainmen after a continuous service of 16 hours or more, shall, upon a written or telegraphic notice upon Division Superintendent or Trainmaster, be entitled to 8 hours rest before they are again called for service, except in cases of wrecks, washouts or other emergencies, and provided also that where bulletin notice registering their arrival in a Call or Register Book that an entry therein to the effect that 8 hours rest is needed before the signer is able to go on duty again, will be sufficient notice to the Division Official.

ART. 9. Where crews are compelled to double hills as a regular service, such crews will be allowed the extra mileage made; for example, if a hill is 5 miles long, an allowance of 10 miles in addition to the length of the Division will be allowed.

Mileage for doubling hills under any other circumstances will not be allowed, except at the discretion of the Division Superintendent.

ART. 10. When crews run over more than one division, the assignment of crews to the through runs will be made, as near as practicable, the basis of mileage on each division.

ART. 11. Trainmen will be called at Terminal Stations by Train Caller, who will be provided with a book in which the men called will enter their names, together with the time they are called. The district within which the train men will be called will be established by the Division Superintendent, but shall not in any case exceed three-quarters of a mile from the calling office.

The working time of all train men will commence within one hour after they have signed they caller's book.

ART. 12. Trainmen when called, if for any cause or reason other than their own acts, do not go out, if held on duty less than six hours, shall be paid one-half day and stand first out. If held more than six hours, they will be paid one day and go behind other crews at that point.

ART. 13. Trainmen attending Court at the request of an Official of the Company, will be paid at the same rate they would have been entitled to had they remained on their run, and if away from their home station, in addition thereto their legitimate expenses.

ART. 14. When a change of Divisions or train runs require train men to change their place of residence, they will be furnished free transportation for their families and household goods to their new place of residence.

ART. 15. Trainmen will be notified when time is not allowed as per trip report.

ART. 16. The assignment of brakemen will be made in accordance with the judgment of the Division Superintendents. subject to the provisions of Article 18.

ART. 17. Conductors or Brakemen will not be dismissed or suspended from the Company's service without just cause.

In case of suspension or dismissal, if any employe thinks his dismissal unjust, he shall have the right within 10 days to refer his case by written statement to the Division Superintendent. Within 10 days of the receipt of this notice his case shall have a thorough examination by the proper officers of the Railroad Company, at which he may be present if he so desires, and also be represented by any disinterested employe of his grade. In case he shall not be satisfied with the result of the investigation. he shall have the right to appeal to the Superintendent Transportation and to the General Manager.

In case suspension or dismissal is found to be unjust, he shall be reinstated and paid for all time lost.

ART. 18. All employes will be regarded as in the line of promotion dependent upon the faithful discharge of their duties, capability for increased responsibility, and term of service. Superintendents are keeping a record of the employes on their respective divisions, in which is entered their merits, demerits and term of service. Upon such record promotions will be based.

Reduction of forces will be made at the discretion of Division Superintendents in the order of promotion.

Every employe should understand that it is his privilege and duty to make written appeals to his Division Superintendent whenever by promotions, reductions or assignments, he deems an injustice has been done him.

Any employe will be dismissed without hearing in case of intoxication, insubordination and collisions. Nothing in this article shall be construed as preventing the Company from employing experienced men when they deem that the good of the service requires it.

ART. 19. Any employe believing himself to be improperly treated under these rules and regulations, shall have the right to appeal to the Superintendent Transportation and General Manager.

ART. 20. All schedules, rules and regulations in conflict with these now adopted, are void.

No change will be made from these schedules and rules without reasonable notice.

ANDREW SMITH,
Supt. Transportation.

Approved: D. B. ROBINSON,
General Manager.

ATCHISON, TOPEKA & SANTA FE RAILROAD COMPANY.

General Superintendent's Office.

CHICAGO, ILL., August 1, 1890.

1. The following schedules of pay and regulations will govern train men in the territory under my jurisdiction on and after this date:

RANK.	PASSENGER SERVICE. On Regular Assigned Runs.		FREIGHT SERVICE. On regular assigned or irregular runs.		W'RK TRAIN SERVICE.
	Exceeding 4,000 Miles.	Less than 4,000 Miles.	Local and Mixed.	Irregular.	
	Per Calendar Month.	Per Calendar Month.	Per Month.	Per Mile.	Per Month.
Conductors....	$125 00	$100 00	$90 00	3 cents.	$90 00
Brakemen	55 00	50 00	60 00	2 cents.	60 00

2. The actual number of days in any calendar month, exclusive of Sundays, will constitute a month's work for that month, in Local and Mixed Freight or Work Train Service. 12 hours or less to constitute a day's work.

3. When Work Train Conductors act as Foremen, twenty dollars extra per month to be paid.

4. On all freight runs of less than 100 miles requiring more than 10 hours to make the run, over-time will be paid if the hours used on the trip exceed 12 hours, in which case all over-time exceeding 10 hours will be paid, 30 cents per hour for Conductors and 20 cents per hour for Brakemen.

On all freight runs, exceeding 100 miles, Trainmen will be paid over-time for all time used to complete the trip in excess of an average speed of 10 miles per hour at the above rates.

5. Trainmen required to remain on duty over 30 minutes with their trains after arriving at a Main Line Terminal Station shall be paid at the rate of 10 miles per hour.

6. In computing over-time no fraction of an hour less than 30 minutes will be counted. Any fraction of an hour over 30 minutes will be counted one hour.

7. Any Conductor or Brakeman running less than 100 miles in 24 hours on freight or extra passenger service or special trains will be paid the same as if 100 miles had been run, and in addition for any over-time earned under Article 4.

8. Pilots to receive Conductors' pay.

9. Short turn-arounds made within 24 hours where mileage is less than 100 miles, will be allowed 100 miles, and where more than 100 miles is made, actual mileage will govern.

10. Freight or Passenger Crews making extra trips, in addition to their regular assigned runs, will be allowed extra time upon the basis of pay allowed other crews in similar service.

11. Crews dead-heading under orders will be paid one-half their regular rates.

12. Crews not assigned to regular runs will be run first in first out.

In ordering crews, the first crew will run the train, the next crew dead-heading when dead-head service is required, will be ahead of the crew with whom they dead-head on reaching the terminal of that run.

13. All Trainmen after a continuous service of 16 hours or more, shall, upon a written or telegraphic notice upon Trainmaster or Division Superintendent, be entitled to 8 hours rest before they are again called for service, except in cases of wrecks, wash-outs or other emergencies, and provided also, that where bulletin notice provides for Trainmen registering their arrival in a Call or Register Book, that an entry therein to the effect that 8 hours rest is needed before the signer is able to go on duty again, will be sufficient notice to the Division Official.

14. When crews run over more than one division the assignment of crews to the through runs will be made, as near as practicable, on the basis of mileage on each division.

15. Main line Freight Trainmen will be called at division or terminal stations by train caller, who will be provided with a book in which the men called shall enter their names, together with the time they are

called except regular assigned Freight and Work Trainmen will not be called, unless arriving after 9 p. m. or departing before 7 a. m.

The working time of all Traimen will commence within one hour after they have signed the caller's book.

16. When Trainmen are called and for any reason, other than their own acts, do not go out, if held on duty less than 6 hours, they will be paid one-half day and stand first out. If held more than 6 hours, they will be paid one day and go behind other crews at that point.

17. Trainmen attending court at the request of an official of the company will be paid the same rate they would have been entitled to, had they remained on their run, and, if away from their home station, in addition thereto their legitimate expenses.

18. When a change of divisions or train runs require Trainmen to change their place of residence they will be furnished free transportation for their families and household goods to their new place of residence.

19. Trainmen will be notified when time is not allowed as per trip report.

20. The assignment of Brakemen will be made in accordance with the judgement of the Division Superintendent, subject to the provisions of Article 22.

21. Conductors and Brakemen will not be dismissed or suspended from the Company's service without just cause.

In case of suspension or dismissal, if any employe thinks his sentence unjust, he shall have the right within 10 days to refer his case by written statement to the Division Superintendent. Within 10 days of the receipt of this notice his case shall have a thorough investigation by the proper officers of the Railroad Company, at which he may be present if he so desires, and also be represented by any disinterested employe of his grade. In case he shall not be satisfied with the result of said investigation, he shall have the right to appeal to the General Superintendent and to the General Manager.

In case suspension or dismissal is found to be unjust, he shall be reinstated and paid for all time lost.

22. All employes will be regarded as in line of promotion, dependent upon the faithful discharge of duties, capacity for increased responsibility, and term of service. Superintendents are keeping a record of the employes on their respective divisions, in which is entered their merits, demerits, and term of service. Upon such records promotions will be based.

Reduction in forces will be made at the discretion of the Division Superintendent in the order of promotions.

Every employe should understand that it is his privilege and duty to make written appeals to his Division Superintendent whenever by

promotions, reductions or assignments, he deems an injustice has been done him.

Any employe will be dismissed without hearing in case of intoxication, insubordination or collisions.

Nothing in this article shall be construed as preventing the Company from employing experienced men when the good of the service requires it.

23. Any employe believing himself to be improperly treated under these rules and regulations shall have the right of appeal to the General Superintendent and General Manager.

24. All schedules, rules and regulations in conflict with these now adopted are void.

No change will be made from these schedules and rules without reasonable notice.

C. O. WHEELER,
General Superintendent.

Approved:
A. A. ROBINSON, Second Vice President and General Manager.

ATCHISON, TOPEKA & SANTA FE RAILROAD COMPANY.

General Superintendent's Office.

TOPEKA, KAN., August 1, 1889.

1. The following schedules of pay and regulations will govern Trainmen in the territory under my jurisdiction on and after this date:

PASSENGER SERVICE.

2. ON REGULAR ASSIGNED RUNS EXCEEDING 4,000 MILES PER CALENDAR MONTH.				ON REGULAR ASSIGNED RUNS LESS THAN 4,000 MILES PER CALENDAR MONTH.			
DIVISION.	Cond's	Brakemen.	REMARKS.	DIVISION.	Cond's	Brakemen.	REMARKS.
Eastern	$125 00	$60 00		Eastern	$100 00	$55 00	
Middle..	125 00	60 00		Middle.....	100 00	55 00	
Southern Kas	125 00	60 00		Southern Kas	100 00	55 00	
Southern.....	125 00	60 00		Southern... .	100 00	55 00	
Western	125 00	60 00	Dodge City to Pueblo	Western	100 00	55 00	Dodge to Pueblo.
		65 00	Pueblo to Denver.			60 00	Pueblo to Denver.
New Mexico..	130 00	65 00	La Juuta to Las Vegas.	New Mexico..	105 00	60 00	La Junta to Las Vegas.
		70 00	Las Vegas to Wallace.			65 00	Las Vegas to Wallace.
Rio Grande ..	130 00	70 00		Rio Grande...	105 00	65 00	Wallace to S.C.& El Paso

FREIGHT SERVICE.

3. On regular assigned or irregular runs.

LOCAL AND MIXED.				IRREGULAR.			
	PER MONTH.				PER MILE.		
DIVISION.	Cond's	Brakemen.	REMARKS.	DIVISION.	Cond's	Brakemen.	REMARKS.
Eastern	$90 00	$60 00		Eastern	3 cts	2 cts	
Middle	90 00	60 00		Middle	3 cts	2 cts	
Southern Kas.	90 00	60 00		Southern Kas	3 cts	2 cts	
Southern	90 00	60 00		Southern	3 cts	2 cts	
Western				Western	3 cts	2 cts	Dodge to Pueblo.
Western							
New Mexico				Western	3 1-6 cts	2 1-6 cts	Pueblo to Denver.
New Mexico							
New Mexico				New Mexico	3 3-10 ct	2 3-10 ct	La Junta to Raton.
Rio Grande							
				New Mexico	3 cts	2 1-6 cts	Raton to Las Vegas.
				New Mexico	3 1-2 cts	2 1-2 cts	Las Vegas to Wallace.
				Rio Grande	3 4-6 cts	2 1-3 cts	

WORK TRAIN SERVICE.

DIVISION.	Conduct'rs	Brakemen	REMARKS.
Eastern	$90 00	$60 00	
Middle	90 00	60 00	
Southern Kas.	90 00	60 00	
Southern	90 00	60 00	
Western	90 00	60 00	Dodge to Pueblo.
	95 00	65 00	Pueblo to Denver.
New Mexico	100 00	65 00	La Junta to Las Vegas.
		70 00	Las Vegas to Wallace.
Rio Grande	100 00	70 00	

Twenty-six or twenty-seven days per calendar month will constitute a month's work in Local and Mixed Freight or Work Train Service.

Twelve hours or less to constitute a day's work. When Conductors act as Foreman, twenty dollars extra per month to be paid.

BRANCH LINES.

On scheduled runs local or mixed trains per calendar month.

BRANCH.	Conduct'rs	Brakemen	REMARKS.
Howard Branch	$100 00	$65 00	
L. N. & S. Run	100 00	65 00	
M. A. & B. Run	100 00	65 00	
Strong City Extension, C. K. & W.	100 00	65 00	
Hutchinson Extension, C. K. & W.	100 00	65 00	
Starkville Run	100 00	70 00	
Blossburg Run	100 00	70 00	
Magdalena Run	105 00	70 00	
Carthage Run	105 00	70 00	
Lake Valley Run	105 00	70 00	

4. On all freight runs of less than 100 miles, requiring more than 10 hours to make the run, over-time will be paid if the hours used on the trip exceeds 12 hours, in which case all over-time exceeding 10 hours will be paid, 30 cents per hour for Conductors, and 20 cents per hour for Brakemen.

On all freight runs exceeding 100 miles Trainmen will be paid overtime for all time used to complete the trip in excess of an average speed of 10 miles per hour at the above rates.

5. Trainmen required to remain on duty over 30 minutes with their trains, after arriving at a Main Line Terminal Station, shall be paid at the rate of 10 miles per hour.

6. In computing over-time, no fraction of an hour less than 30 minutes will be counted. Any fraction of an hour over 30 minutes will be counted an hour.

7. Any Conductor or Brakeman running less than 100 miles in 24 hours on freight or extra passenger service or special trains will be paid the same as if 100 miles had been run, and in addition for any over-time earned under Article 4.

8. Pilots on Raton Mountain and on other helper service will receive $70 per calendar month; 12 hours constituting a day's work, over-time at 25 cents per hour after 12 hours.

Other Pilots to receive Conductors' pay according to the division on which they are employed.

9. Turn-arounds in stock service will be paid under Article 4 and Article 7.

10. Short Turn-arounds made within 24 hours where mileage is less than 100 miles, will be allowed 100 miles, and where more than 100 miles is made, actual mileage will govern, except as provided under Article 9.

11. Freight or Passenger crews making extra trips, in addition to their regular assigned runs, will be allowed extra time upon the basis of pay allowed other crews in similar service.

12. Crews dead-heading under orders will be paid one-half their regular rates.

13. Crews not assigned to regular runs will be run first in first out.

In ordering crews, the first crew will run the train, the next crew dead-heading when dead-head service is required, the dead-head crew being ahead of the crew with whom they dead-head on reaching the terminal of that run.

14. All Trainmen after a continuous service of 16 hours or more, shall, upon a written or telegraphic notice upon Trainmaster or Division Superintendent, be entitled to 8 hours rest before they are again called for service, except in case of wrecks, wash-outs or other emergencies, and provided also, that where bulletin notice provides for Trainmen registering their arrival in a Call or Register Book, that an entry therein to the effect that 8 hours rest is needed before the signer is able to go on duty again, will be sufficient notice to the Division Official.

15. When crews run over more than one division, the assignment of crews to the through runs will be made, as near as practicable, on the basis of mileage on each division.

16. Where crews are compelled to double hills as a regular service, such crews will be allowed the extra mileage made; for example, if a hill is 5 miles long, an allowance of 10 miles, in addition to the length of the division, will be allowed.

Mileage for doubling hills under any other circumstances will not be allowed, except at the discretion of the Divion Superintendent.

17. Main line freight Trainmen will be called at division or terminal stations by Train Caller, who will be provided with a book in which the men called shall enter their names, together with the time they are called. The district within which Trainmen will be called will be established by the Division Superintendent, but shall not, in any case, exceed three-quarters of a mile from the calling office.

The working time of all Trainmen will commence within one hour after they have signed caller's book.

18. When Trainmen are called and for any reason, other than their own acts, do not go out, if held on duty less than 6 hours, they will be paid one-half day and stand first out. If held more than 6 hours, they will be paid one day and go behind other crews at that point.

19. Trainmen attending court at the request of an Official of the Company will be paid the same rate they would have been entitled to had they remained on their run, and, if away from their home station, in addition thereto their legitimate expenses.

20. When a change of divisions or train runs require Trainmen to change their place of residence they will be furnished free transportation for their families and household goods to their new place of residence.

21. Trainmen will be notified when time is not allowed as per trip report.

22. The assignment of Brakemen will be made in accordance with the judgment of the Division Superintendent, subject to the provisions of Article 24.

23. Conductors and Brakemen will not be dismissed or suspended from the Company's service without just cause.

In case of suspension or dismissal, if any employe thinks his sentence unjust, he shall have the right within 10 days to refer his case by written statement to the Division Superintendent. Within 10 days of the receipt of this notice his case shall have a thorough investigation by the proper officers of the Railroad Company, at which he may be present if he so desires, and also be represented by any disinterested employe of his grade. In case he shall not be satisfied with the result of said investigation, he shall have the right to appeal to the General Superintendent and to the General Manager.

In case suspension or dismissal is found to be unjust, he shall be reinstated and paid for all time lost.

24. All employes will be regarded as in line of promotion, dependent upon the faithful discharge of duties, capacity for increased responsibility, and term of service. Superintendents are keeping a record of the employes on their respective divisions, in which is entered their merits, demerits, and term of justice. Upon such record promotions will be based.

Reduction in forces will be made at the discretion of the Division Superintendent in the order of promotions.

Every employe should understand that it is his privilege and duty to make written appeals to his Division Superintendent whenever by promotions, reductions or assignments, he deems an injustice has been done him.

Any employe will be dismissed without hearing in case of intoxication, insubordination and collisions.

Nothing in this article shall be construed as preventing the Company from employing experienced men when the good of the service requires it.

25. Any employe believing himself to be improperly treated under these rules and regulations shall have the right of appeal to the General Superintendent and General Manager.

26. All schedules, rules and regulations in conflict with these now adopted are void.

No change will be made from these schedules and rules without reasonable notice.

GEO. L. SANDS,
General Superintendent.

Approved:
A. A. ROBINSON, Second Vice President and General Manager.

BALTIMORE & OHIO SOUTHWESTERN R. R. CO.

ARTICLES OF AGREEMENT BETWEEN THE BALTIMORE & OHIO SOUTHWESTERN R. R. CO. AND ITS CONDUCTORS AND BRAKEMEN.— IN EFFECT JULY 1, 1890; THE SAME TO REMAIN IN FORCE UNTIL ANNULLED BY MUTUAL CONSENT.

ARTICLE 1. Conductors running on passenger trains between Cincinnati and Parkersburg, Cincinnati and Chillicothe, and Chillicothe and Parkersburg, are to receive $100.00 per month; fractional parts of a month to be paid at the same rate.

Conductors on local passenger trains between Cincinnati and Blanchester are to be paid at the rate of $85 per month, and $3 per day for Sunday work.

Conductors running on passenger trains on the Hillsboro Division are to receive $85 per month.

Conductors running on passenger and mixed trains on the Portsmouth Division are to receive $90 per month.

ART. 2. Conductors running on through freight trains, with eight-wheel engines, will receive $2.75 per day; Brakemen running on through freight trains, with eight-wheel engines, will receive $1.75 per day. Conductors running on through freight trains, with ten-wheel engines, will receive $3 per day; Brakemen running on through freight trains,

with ten-wheel engines, will receive $2 per day. Ten hours, or upward of 50 and less than 100 miles, to constitute a day's work, and five hours, or 50 miles and less, to constitute half a day's work. Over-time in excess of ten hours will be computed at the rate of 27½ and 17½ cents per hour, respectively. All mileage in excess of 100 miles will be paid for at the same rate per mile as for less than 100 miles.

Local Freight Conductors running between Cincinnati and Chillicothe, and Chillicothe and Parkersburg, are to receive $3.50 per day; Brakemen running on local freight trains between Cincinnati and Chillicothe, and Chillicothe and Parkersburg, are to receive $2.40 per day. Twelve hours to constitute a day's work. Over twelve hours, to be computed at the rate of 30 and 20 cents per hour, respectively.

Conductors running on local freight trains on the Hillsboro and Portsmouth Divisions are to receive $2.90 per day; Brakemen running on local freight trains on the Hillsboro and Portsmouth Divisions to receive $1.90 per day. Twelve hours to constitute a day's work. Over-time to be computed at the rate of 27½ and 17½ cents per hour, respectively.

ART. 3. Conductors of helping engines are to receive $70 per month; Brakemen of helping engines are to receive $1.75 per day; fractional parts of a month to be paid at the same rate.

ART. 4. Conductors of work trains are to receive $2.90 per day; Brakemen of work trains are to receive $1.90 per day. Twelve hours, or over six hours, to constitute a day's work; less than six hours to constitute half a day's work. All time in excess of twelve hours to be computed at the rate of 27½ and 17½ cents per hour, respectively.

ART. 5. Conductors and Brakemen called to go to wrecks or washouts will be allowed 30 and 20 cents per hour, respectively, for the time on duty.

ART. 6. Conductors of coal and ore trains will be allowed $2.90 per day; Brakemen of coal and ore trains will be allowed $1.90 per day. Twelve hours to constitute a day's work. Over-time to be at the rate of 27½ and 17½ cents per hour, respectively.

ART. 7. In computing over-time it is understood that fractions of an hour less than 30 minutes will not be counted: 30 minutes or over will be counted a full hour.

ART. 8. When Conductors and Brakemen are called to go out, their time will commence at the time specified for them to leave: and if the train is annulled they will be paid at the rate of 27½ and 17½ cents per hour, respectively, until notified that such train is annulled, or until they are relieved from duty.

ART. 9. Conductors and Brakemen dead-heading to any point on the Company's business shall be paid one-half their regular rate.

ART. 10. Conductors and Brakemen called to attend court as witnesses on the part of the Railroad Company will be paid $2.75 and $1.75 per calendar day, respectively.

ART. 11. Conductor and Brakemen running light engines, or engines with only caboose attached, will be paid three-fourths of their regular rates.

ART. 12. Promoted Brakemen will be termed second-class Conductors, and will receive $2.50 per day for the first six months, $2.75 per day for the second six months, commencing from the date of promotion, and after the second six months they will receive rate of first-class conductors.

ART. 13. Commencing with the date of this agreement, Conductors and Brakemeu are to be promoted in accordance with their age on the road, the oldest man to be given preference when in every respect competent. Promotion to the position of Passenger or Freight Conductor will be confined to men in train service.

ART. 14. When freight traffic is light, and it is necessary to reduce the number of freight crews in order to allow Conductors and Brakemen to make reasonable wages, the Conductors of crews thus taken off shall be given preference as Brakemen, until such time as the increase of business warrants their being reinstated as Conductors.

ART. 15. Conductors and Brakemen reaching terminal points after continuous service of sixteen hours or more, shall be entitled to eight hours' rest before being again required to go out, excepting in case of wreck or extreme emergency.

ART. 16. Conductors and Brakemen suspended will be given a hearing within a reasonable time, and notified promptly of the result of the investigation; and if Conductors or Brakemen thus suspended are found to be not guilty, they will be paid one-half time for calendar time thus lost.

ART. 17. Any Conductor or Brakeman feeling that justice has not been done him in a decision rendered by the Superintendent, will have the right to appeal to the General Superintendent.

ART. 18. No fines shall be imposed upon Conductors or Brakemen for damage to the Company's property or rolling stock; but if such damage occurs, and it is found that the Conductor or Brakeman is at fault for such damage, he shall be suspended or dismissed from the seryice, as the case may seem to require.

I. G. RAWN,
General Superintendent.

O. T. DEWEY,
THOS. A. BROWN,
JOHN KOPP,
WM. R. BROWN,
PAT DORSEY,
P. MCGINTY,
} Committee of Conductors.

CON DEVERS,
JOHN SHAFER,
WALTER HALL,
WALTER WILT,
C. E. SCHENCK,
J. TOUHY,
} Committee of Brakemen.

Approved: W. W. PEABODY, Vice President.

BALTIMORE & OHIO RAILROAD COMPANY.

Baltimore Division.---Superintendent's Office.

BALTIMORE, MD., February 16, 1891.

The following rates of pay of Trainmen will go in effect February 1, 1891.

BALTIMORE TO CUMBERLAND.

CLASSIFICATION.	LOCAL.		
	PER TRIP.	1ST CLASS.	2ND CLASS.
Passenger Conductors	$3 50	$95 per mo	$75 per mo
Train Baggage Masters	1 85	50 per mo	
Passenger Brakemen	1 65	47 per mo	

	1ST CLASS.	2ND CLASS.	WAY.	CONSTRUCT'N.
Freight Conductors	$2 75 per day	$2 40 per day	$90 00 per mo	$2 75 per day
Freight Brakemen	1 85 per day	1 60 per day	2 00 per day	1 80 per day

BERKLEY SPRINGS & POTOMAC RAILROAD, AND BETWEEN MARTINSBURG AND HARPER'S FERRY.

CLASSIFICATION.	1ST CLASS.	2ND CLASS.
Freight Conductors	$2 65 per day	$2 40 per day
Freight Brakemen	1 80 per day	1 60 per day

SHORT RUNS.

Freight Conductors	22 Cents per hour
Freight Brakemen	15 Cents per hour

OVER-TIME.

Conductors	22 Cents per hour
Brakemen	15 Cents per hour

For all time over 12 hours, time to commence one hour after being called. Overtime shall not begin until after the expiration of 35 minutes in addition thereto, which 35 minutes is to be reckoned as one hour.

T. FITZGERALD,
Superintendent.

Approved:
ALFRED WALTER, General Superintendent.

BALTIMORE & OHIO RAILROAD COMPANY.

General Manager's Office.

BALTIMORE, MD., January 11, 1891.

W. H. BUDD, Chairman for Trainmen Trans.
A. J. MUNSELL, Secretary Ohio Divisions B. & O. R. R.

GENTLEMEN: Replying to your communication of the 10th inst., in which you agree to accept our proposition for adjusting rates of pay of the Trainmen on the Trans. Ohio Division for the year 1891 with the un-

derstanding that if the business of the Company is as good, generally speaking, in January, 1892, as at present, the rates will be advanced to two and three cents per mile on through freihgt runs for Brakemen and Conductors, respectively, and the following rates for passenger men on runs of 5,000 miles and over, viz:

CLASSIFICATION.	PER 100 MILES.
Conductors	$2 20
Baggagemen	1 20
Brakemen	1 10

Same to take effect January 1, 1892.

I have to say that your proposition is satisfactory, and the same is hereby agreed to.

Yours truly,

E. DICKINSON,

General Superintendent.

Approved:

J. T. ODELL, General Manager.

NOTE: It is further agreed that on local passenger runs of over four thousand (4,000), and less than five thousand (5,000) miles, no increase will be made. Men on such runs will receive the regular monthly rate of $100, $60 and $50, respectively, for Conductors, Baggagemen and Brakemen, and on runs of less than four thousand (4,000) miles the pay to be arranged on a fair and equitable basis.

The following rates of pay for Trainmen on the Trans. Ohio Divisions of the B. & O. R. R., and rules governing same, will take effect January 1, 1891.

ARTICLE I.

SECTION 1. Passenger Conductors will receive $100 per month; Train Baggagemen, $60 per month; Passenger Brakemen, $50 per month.

SEC. 2. 5,000 miles to constitute a month's work; over 5,000 miles to be paid for on a prorata basis. Local passenger runs of over 4,000 and less than 5,000 miles to be paid for on a basis of 5,000 miles. On local passenger runs of less than 4,000 miles, the pay will be arranged on a fair and equitable basis.

SEC. 3. On all through freight runs, Conductors will receive 2 9-10 cents and Brakemen 1 95-100 cents per mile run. Provided, however, that on runs of less than 100 miles the pay shall be for 100 miles.

On local freight and pick up runs, Conductors will receive 3½ cents, and Brakemen 2½ cents per mile run; provided, however, that on runs of less than 100 miles the pay shall be for 100 miles.

SEC. 4. On work and wreck trains, Conductors will receive $3, and Brakeman $2 per day, 12 hours or less to constitute a day's work, all over 12 hours to be paid for as per Article 2, Section 1.

ARTICLE II.

SECTION 1. Conductors and Brakemen will be called one hour before they are marked to leave and will receive over-time after 13 hours from the time called, on a basis of 29 and 19 cents, respectively; 35 minutes or more to constitute one hour; less than 35 minutes not to be counted.

ARTICLE III.

SECTION 1. Conductors and Brakemen dead-heading on the Company's business will receive half pay at mileage rates.

SEC. 2. Conductors and Brakemen attending Court as witnesses for the Company will receive $3 and $2 per day, respectively, while absent from their runs, and $1 per day for expenses.

SEC. 3. When Conductors and Brakemen are called for a run and the train is afterwards abandoned, they will receive one-fourth of a day and remain first out.

ARTICLE IV.

SECTION 1. Conductors and Brakemen reaching a terminal after a continuous service of 16 hours will be entitled to 8 hours rest before being called to again go out.

ARTICLE V.

SECTION 1. In case any Conductor or Brakeman shall be aggrieved by his treatment, or by any decision of the Division Superintendent, he shall have the right to appeal his case to the higher officials.

SEC. 2. Conductors and Brakemen suspended will be given a hearing at the earliest possible date, ordinarily within seven days, and notified promptly of the result of the investigation, and if the Conductors or Brakemen thus suspended are exonerated from blame, they will be paid for all time lost as per Article I, Section 4.

ARTICLE VI.

SECTION 1. Vacancies in the passenger service will, as a rule, be filled from the freight service, and all things being equal, the oldest man in the freight service will be given preference.

E. DICKINSON,
General Superintendent.
W. H. BUDD, O. R. C.,
Joint Chairman.
A. J. MUNSELL, B. R. T.,
Joint Secretary.

Approved:
J. T. ODELL, General Manager.

CLEVELAND, CINCINNATI, CHICAGO & ST. LOUIS R'Y CO.

Transportation Department.

INDIANAPOLIS, IND., 1890.

From and after August 1, 1890, the following wages will be paid, except as specified:

1ST. Passenger Conductors running passenger trains when their runs are 75 miles or more, will receive 25½ mills per mile, except on Cairo and Peoria Divisions.

2D. Conductors running through freight trains will receive 29 mills per mile, and will be allowed the same number of miles that Engineers and Firemen receive. They will be paid at 29 cents per hour for all detentions over two hours. When delayed over two hours, the first two hours will be included. Road over-time to be computed from current time tables of respective divisions. Running time of extra trains to be computed in like manner. The longest run on current time card (except local) on the division to govern.

3D. Local Freight Conductors on Chicago Division will be paid $85 per month, or upon that basis for such portion of the month as they may work. Local Freight Conductors on Cairo Division that run daily will be paid $95 per month. Should Local Freight Conductors on Cairo Division run four days per week, they will be paid $85 per month. Local Freight Conductors on other divisions will receive an increase of $5 per month, or upon that basis for such portion of the month as they may work. They will be paid 29 cents per hour for all detentions over two hours. When delayed over two hours, the first two hours will be included. Road over-time to be computed from current time table of respective divisions.

4TH. Conductors running suburban trains between Cincinnati, Harrison and Aurora will receive $85 per month.

5TH. Branch Conductors running out of Greensburg to receive $70 per month. Conductors doubling between Seneca and Sheldon to receive $80 per month. Conductors doubling between Kankakee and Seneca to receive $75 per month. Conductors running connection trains between Lawrenceburg Junction and Aurora to receive $70 per month.

6TH. Conductors running circus, work, wreck or picnic trains will

7TH. be allowed constructive mileage of 150 miles per day. Wreck or work trains working six hours or less to receive 100 miles; over six hours 150 miles.

8TH. Conductors dead-heading on Company's business are to be paid actual time at the agreed rate per mile allowed for their branch of service. Full time to be allowed for light trains.

9TH. Conductors attending court as witnesses, or attending to other business, when such duties are performed at the company's request, will be paid at the rate of compensation they would have received had they been in regular service, and actual expenses.

10TH. When a Conductor is called for a run and the train is annulled, he shall receive the agreed rate per hour while on duty, (see article 2d and 3d), and shall stand first out.

11TH. Crews that have been on duty for 20 consecutive hours should have eight hours' rest before going on duty again, unless they go voluntarily.

12TH. When crews are marked for any run, or are ordered by an officer in authority to be ready at a given time, and not released, if de-

layed over one hour, they are to be paid at the agreed rate for their services, (see 2d and 3d articles), from the time they were first marked or ordered to go out; except that no time will be allowed should train arrive at terminal, having made schedule time; such schedule time to be computed from the time the Conductor was ordered out.

13TH. If a Conductor is taken off his run for any cause, he shall be granted a full investigation, hearing and decision within five days, at which time he shall have the right to have another Conductor of his own selection to appear and speak for him, and shall have the right to appeal from the decision of a local to the general officers of the road. If exonerated he shall receive pay for lost time.

14TH. Freight Conductors will, whenever practicable, be assigned to divisions and run first in first out in the service to which they were assigned. The right to regular runs and promotion will be governed by merit, ability and seniority. Other things being equal, the Conductor who serves the longest on any division of the road will have the preference of runs on such division.

15TH. Conductors will not be expected to take charge of light engines in connection with their trains.

16TH. Callers will be furnished to call Conductors living within a radius of one mile of the Yard Master's office, at all freight terminals.

Approved: E. A. PECK, General Superintendent.
W. M. GREENE, General manager.

CHICAGO, ROCK ISLAND & PACIFIC RAILWAY.

REVISED RULES RELATING TO BRAKEMEN, TAKING EFFECT JULY 1, 1890.

The articles enumerated below constitute, in their entirety, the agreement between this Company and its Freight and Passenger Brakemen, and all rules previously in effect are by this agreement abolished.

ARTICLE 1. Seniority in service as Brakemen shall hereafter govern in all cases of promotion from Brakemen to Conductor, merit being equal. This to be determined by the Trainmaster, subject to an appeal to the Division Superintendent, it being understood that the rule to be generally pursued does not permit of transferring an employe from one division to another to the detriment of the division employe.

The future choice of runs shall be based upon this principle.

ART. 2. No Brakeman shall be dismissed or suspended from the service of the Company without just cause. In case a Brakemen believes

his discharge or suspension to have been unjust, he shall make written statements of the facts in the premises and submit it to the Trainmaster, and at the same time designate any other Brakemen who may be in the employ of the Company at the time on the same division, and the Trainmaster, together with the Brakeman last referred to shall, in conjunction with the Division Superintendent, or some other superior officer, investigate the case in question, and when at all practicable, such investigation shall be made within five days from the date of the receipt of the communication from the Brakeman, and in case the aforesaid discharge or supension is decided to have been unjust, he shall be reinstated, and paid half time for all time lost on said account.

ART. 3. When necessary to lay off Brakemen on account of surplus of crews, it shall be done in the order of the dates of their employment as Brakemen, beginning with the Brakeman last employed.

ART. 4. When Brakemen are held in for snow-plow service, they will be allowed the regular rates they are receiving for each day of (24) twenty-four hours that they are so held subject to orders, and on the basis of 10 hours and 10 miles per hour.

When Brakemen are required by the Company to attend court, they shall be paid at the rate they are receiving, and on the basis of 10 hours at 10 miles per hour, and expenses, for each day of (24) twenty-four hours during such attendance, and for actual time consumed in going to and coming from court.

ART. 5. When good cause can be shown for doubling hills, the pay shall be on the basis of the actual time lost, at 10 miles per hour, and all time spent in wrecking, repairing washouts or bucking snow, shall be paid for on the same basis. Brakemen dead-heading on Company's business will be paid one-half mileage.

ART. 6. Delayed time at terminal stations, either before leaving or after arriving, will be paid for full delay less one hour if delayed one hour and thirty-five minutes. It is understood that fractions of an hour less than thirty-five minutes will not be counted. Thirty-five minutes or over will be counted a full hour. In freight service 50 miles shall constitute 50 miles or one-half day's pay. 100 miles or over 50 miles, shall constitute 100 miles or one day's pay.

ART. 7. A Caller shall be provided at the end of each main division, who shall have a registered book and have written therein the train the men are called for, the time of calling and their names. As near as practicable, the men shall be called one hour before leaving time. The pay of Brakemen shall begin from the time the train is ordered for, as shown on the order for calling, and shall continue to the time of arrival at the end of the run.

When Brakemen are required to switch at terminals thirty-five minutes or more time shall be allowed.

ART. 8. Brakemen called to make a trip shall be paid, provided the train is afterwards annulled, for three hours' time, on the basis of the pay they are receiving.

ART. 9. Fines shall not be assessed against Brakemen for injury to any of the train appliances furnished by the Company, when it can be shown that they were in no wise at fault in connection therewith.

ART. 10. The following rates of pay will be allowed Passenger and Freight Brakemen, both east and west of the Missouri river:

FREIGHT BRAKEMEN.

	PER MILE.	OVER-TIME, PER HOUR.
Local	02.00 cents	20 cents
Through	01.93 cents	19 cents

PASSENGER BRAKEMEN.

	PER MONTH.	BASIS OF MILES PER MO.
Through Express Runs	$55 00	4,000 to 6,510
Main Line, Local and Dummy Runs.	50 00	2,600 to 4,000
Short and Branch Trains, Passenger or Mixed...	40 00	2,600 or less.

WORK TRAIN BRAKEMEN.

	PER MONTH.	OVER-TIME.
Twelve (12) hours and over eight (8), one day...	$50 00	At proportionate rates.

Brakemen of passenger trains must make during a month the minimum of mileage established, else they will drop back to the pay established for Brakemen making an equal mileage. Extra mileage over the maximums here established for Passenger Brakemen will be paid for at proportionate rates.

H. F. ROYCE,
Gen'l Superintendent Lines East of Missouri River, Chicago, Ill.

W. I. ALLEN,
Gen'l Superintendent Lines West of Missouri River, Topeka, Kas.

Approved: E. ST. JOHN, General Manager.

CHICAGO, ROCK ISLAND & PACIFIC RAILWAY.

REVISED RULES RELATING TO FREIGHT AND PASSENGER CONDUCTORS, TAKING EFFECT JUNE 1, 1890.

The following articles are hereby assented to by both parties:

RULE 1. The occupation of a Conductor is one that requires a [illegible] time governing the road on which he is em-

pant of such a position (in the railway service), together with the required character and ability of the person himself, dignifies such occupation as a distinct profession.

ART. 2. Persons hereafter appointed Conductors should be men of undoubted reputation, good morals, temperate habits, and with an experience in train service *on any line of road* of not less than three years. It is believed that the Order of Railway Conductors is largely composed of men furnishing the necessary qualifications, and, so far as it can be done consistently, such persons should have preference in the filling of vacancies, when it can be done with proper regard for efficiency in the service, which necessitates at times promotions from the ranks.

ART. 3. Seniority in service as Conductor shall hereafter govern in all cases of promotion from freight to passenger runs, *merit being equal*, this to be determined by the Superintendent, subject to appeal to the General Superintendent, it being understood that the rule to be generally pursued does not permit of transferring an employe from one division to another, to the detriment of the division employes. The future choice of runs shall be based upon this principle.

ART. 4. No Conductor shall be dismissed or suspended from the service of the Company without just cause.

In case a Conductor believes his discharge or suspension to have been unjust, he shall make a written statement of the facts in the premises, and submit it to his Superintendent; and at the same time designate any other Conductor who may be in the employ of the Company at the time on the same division, and the Superintendent, together with the Conductor last referred to, shall, in conjunction with the General Superintendent or some other superior officer agreed upon by them, investigate the case in question, and when at all practicable such investigation shall be made within five days from the date of the receipt of the communication from the Conductor, and in case the aforesaid discharge or supension is decided to have been unjust, he shall be reinstated and paid half time for all time lost on said account.

ART. 5. When Conductors are laid off on account of dullness of business, it shall be done in the order of dates of their employment as Conductor, beginning with the Conductor last employed.

ART. 6. Conductors having charge of trains will be held responsible for their safe management, and shall have a right to place their Brakemen as their best judgment may dictate, so long as it does not conflict with time table rules.

ART. 7. When Conductors are held in for snow-plow service, they will be allowed regular pay for each day of twenty-four (24) hours that they are so held subject to orders, on the basis of 10 miles per hour.

ART. 8. When good cause can be shown for doubling hills, the pay shall be on the basis of the actual time lost, at 10 miles per hour, and all time spent in wrecking, repairing washouts, or bucking snow, shall

be paid for on the same basis. Conductors, dead-heading on Company's business, will be paid half mileage.

ART. 9. Delayed time at terminal stations, either before leaving or after arriving, will be paid for full delay less one hour if delayed one hour and thirty-five minutes. It is understood that fractions of an hour less than thirty-five minutes will not be counted. Thirty-five minutes or over will be counted a full hour. In freight service, 50 miles or less shall constitute 50 miles, or one-half day's pay. 100 miles or over 50 miles shall constitute 100 miles, or one day's pay.

ART. 10. A Caller shall be provided at the end of each main division, who shall have a register book, and have written therein the train the men are called for, the time of calling, and their names. The pay of the Conductor shall begin from the time the train is ordered for, as shown on the order for calling, and shall continue to the time of arrival at the end of the run. When Conductors are required to switch at terminals thirty-five minutes or more, time shall be allowed.

ART. 11. Conductors called to make a trip shall be paid, provided the train is afterwards annulled, for three hours' time, on the basis of the pay they are receiving.

ART. 12. Time transportation (good over his Superintendent's division) shall be granted each Conductor; and transportation may be issued to himself or members of his family when on vacation or leave of absence, in the shape of trip passes, between any points on the system operated by the Company employing such Conductor, after a service of six months.

ART. 13. The following rates of pay will be allowed Passenger and Freight Conductors, both east and west of the Missouri river:

FREIGHT CONDUCTORS.

	PER MILE.	OVER-TIME, PER HOUR.
Local	03.00 cents.	30 cents.
Through	02.90 cents.	29 cents.

PASSENGER CONDUCTORS.

	PER MONTH.	BASIS OF MILES PER MO.
Through Express Runs	$125 00	4,000 to 6,510
Main Line, Local and Dummy Runs	100 00	2,600 to 4,000
Short and Branch Trains, Passenger or Mixed	75 00	2,600 or less.

WORK TRAIN CONDUCTORS.

	PER MONTH.	OVER-TIME. PER HOUR.
Twelve (12) hours and over eight (8). one day	$90 00	30 cents.

Conductors of passenger trains must make during a month the minimum mileage established, else they will drop back to the pay established for Conductors making an equal mileage. Extra mileage over the maximums here established for Passenger Conductors will be paid for at proportionate rates.

When practicable there shall be no greater number of Through Freight Crews employed on any division than can be reasonably be ex-

pected to make three thousand (3,000) miles per month east of the Missouri river, or two thousand six hundred (2,600) miles west of the Missouri river.

ART. 14. Fines shall not be assessed against Conductors for injury to any of the train appliances furnished by the Company, when it can be shown that they were in no wise at fault in connection therewith.

ART. 15. Promotions and preferments will be based upon merit and the general record of the men, and not entirely upon their ages or duration of service; economy in the running of his train, and care for the Company's property while under his control, will always be considered as meriting reward.

The articles enumerated above constitute, in their entirety, the agreement between this Company and its Conductors, and all rules previously in effect are by this agreement abolished.

H. F. ROYCE,
Gen'l Supt. Lines East of Missouri River, Chicago, Ill.
W. I. ALLEN,
Gen'l Supt. Lines West of Missouri River, Topeka, Kas.

Approved:

E. ST. JOHN, for the Chicago, Rock Island & Pacific Railway.
D. S. CAPRON, Ch'rm'n, for the Freight and Passenger Conductors.

CHICAGO, ROCK ISLAND & PACIFIC RAILWAY.

REVISED RULES RELATING TO FREIGHT AND PASSENGER CONDUCTORS, TAKING EFFECT JANUARY 1, 1891.

The following articles are hereby assented to by both parties:

ARTICLE 1. The occupation of a Conductor is one that requires a knowledge of the schedules of time governing the road on which he is employed, as well as those issued by connecting lines; a proper interpretation of the rules issued therewith, and under which trains, both passenger and freight are operated. This, with proper experience, good judgment, considerable ability, and service previously rendered by the occupant of such a position (in the railway service), together with the required character and ability of the person himself, dignifies such occupation as a distinct profession.

ART. 2. Persons hereafter appointed as Conductors should be men of undoubted reputation, good morals, temperate habits, and with an experience in train service on any line of road of not less than three years. It is believed that the Order of Railway Conductors is largely composed of men furnishing the necessary qualifications, and, so far as

it can be done consistently, such persons should have preference in the filling of such vacancies, when it can be done with proper regard for efficiency in the service, which necessitates at time promotions from the ranks.

ART. 3. Seniority in service as Conductor shall hereafter govern in all cases of promotion from freight to passenger runs, merit being equal, this to be determined by the Superintendent, subject to appeal to the General Superintendent, it being understood that the rule to be generally pursued does not permit of transferring an employe from one division to another, to the detriment of the division employes. The future choice of runs shall be based upon this principle.

ART. 4. No Conductor shall be dismissed or suspended from the service of the Company without just cause.

In case a Conductor believes his suspension or dismissal to have been unjust, he shall make a written statement of the facts in the premises, and submit it to his Superintendent, and at the same time designate any other Conductor who may be in the employ of the Company at the time on the same division, and the Superintendent together with the Conductor last referred to, shall, in conjunction with the General Superintendent or some other superior officer agreed upon by them, investigate the case in question, and when at all practicable such investigation shall be made within five days from the date of the receipt of the communication from the Conductor, and in case the aforesaid discharge or suspension be decided to have been unjust, he shall be reinstated and paid half time for all time lost on said account.

ART. 5. When Conductors are laid off on account of dullness of business, it shall be done in the order of the dates of their employment as Conductor, beginning with the Conductor last employed.

ART. 6. Conductors having charge of trains shall be held responsible for their safe management, and shall have a right to place their Brakemen as their best judgment may dictate, so long as it does not conflict with time table rules.

ART. 7. All time made by Conductors while on the road between terminal points, in excess of 10 miles per hour on freight, and eight hours per 100 miles on passenger, will be considered over-time.

ART. 8. When Conductors are held in for snow-plow service they will be allowed regular pay for each day of twenty-four (24) hours they are so held subject to orders, on the basis of 10 miles per hour.

ART. 9. When good cause can be shown for doubling hills, the pay shall be on the basis of the actual time lost, at 10 miles per hour, and all time spent in wrecking, repairing washouts, or bucking snow, will be paid for on the same basis. Conductors dead-heading on Company's business will be paid half mileage.

ART. 10. Delayed time at terminal stations, either before leaving or after arriving, will be paid for full delay, less one hour, if delayed one

hour and thirty-five minutes. It is understood that fractions of an hour less than thirty-five minutes will not be counted. Thirty-five minutes or over will be counted a full hour. In freight service 50 miles or less shall constitute 50 miles, or one-half day's pay. 100 miles or over 50 miles shall constitute 100 miles, or one day's pay.

ART. 11. A Caller shall be provided at the end of each main division who shall have a register book, and have written therein the train the men are called for, the time of calling and their names. The pay of the Conductor shall begin from the time the train is ordered for, as shown on the order for calling, and shall continue to the time of arrival at the end of the run. When Conductors are required to switch at terminals 35 minutes or more, time shall be allowed.

ART. 12. Conductors called to make a trip shall be paid, provided the train is afterwards annulled, for three hours time, on the basis of the pay they are receiving.

ART. 13. The following rates of pay shall be allowed Passenger and Freight Conductors, both east and west of the Missouri River:

FREIGHT CONDUCTORS.

	PER MILE.	OVER-TIME, ONE HOUR.
Local	03.00 cents.	30 cents
Through	02.90 cents.	29 cents

PASSENGER CONDUCTORS.

	PER MONTH.	BASIS OF MILES PER MO.
Through Express Runs	$125 00	4,000 to 6.510
Main Line, Local and Dummy Runs	100 00	2,600 to 4,000
Short and Branch Trains, Passenger or Mixed	70 00	2,600 or less.

WORK TRAIN CONDUCTORS.

	PER MONTH.	OVER-TIME, PER HOUR.
Twelve (12) hours and over eight (8), one day	$90 00	30 cents.

Conductors of passenger trains must make during a month the minimum mileage established, else they will drop back to the pay established for Conductors making an equal mileage. Extra mileage over the maximums here established for Passenger Conductors will be paid at proportionate rates.

When practicable there shall be no greater number of freight crews employed on any division than can reasonably be expected to make three thousand (3,000) miles per month east of the Missouri river, or two thousand six hundred (2,600) miles west of the Missouri river.

ART. 14. Promotions and preferments will be based upon merit and the general record of the men, and not entirely upon their ages or duration of service. Economy in the running of his train, and care for the Company's property while under his control, will always be considered as meriting reward.

The articles enumerated above, constitute in their entirety the agreement between this Company and its Conductors, and all rules previously in effect are by the agreement abolished.

W. I. ALLEN,
Assistant Gen'l Mg'r, Chicago, Ill.
H. F. ROYCE,
Gen'l Supt. Lines East of Missouri River, Chicago, Ill.
C. DUNLAP,
Gen'l Supt. Lines West of Missouri River, Topeka, Kas.

Approved:

E. ST. JOHN, for the Rock Island & Pacific Railway Co.
C. GLASPELL, Ch'rm'n, for the Freight and Passenger Conductors.

CHICAGO, ROCK ISLAND & PACIFIC SCHEDULE.

SUPPLEMENT TO RULES.

The following constrictions are agreed upon:

ARTICLE 3. Passenger Conductors should be promoted from Freight Conductors, governed by seniority in the Company's service, if they are in all ways qualified to handle and care for the traveling public. If not so qualified, the reason shall be made known to them by their Division Superintendent.

ART. 4. It is not only expected, but desired on the part of the Company, that the Conductor who requests a re-investigation shall be present at such re-investigation, together with his representative and the Division Superintendent or other designated officer.

ART. 5. In cases where road engines and crews are sent from division stations to a given point on the road to do switching service for a quarter to one-half day or more, in place of the switch engine and crew, actual mileage shall be allowed for as per Article 10, and switching time allowed for actual time consumed in switching on the basis of 10 miles per hour. However, where only the ordinary switching is done at any station by the road crew, the over-time rule on the basis of the 10 miles per hour between termini should govern.

In the case of Conductor Donahue, Train 99, Rock Island to West Liberty, Article 10, covers this point, and allows but 100 miles, or 50 miles on the trip from Rock Island to West Liberty and 50 miles from West Liberty to Rock Island. However, in case over-time rule mentioned is

accepted, over-time begins after having been out from Rock Island 10 hours, unless the crew is relieved at West Liberty by order of the Superintendent or Trainmaster.

ART. 11. A Caller should be provided at Trenton and Brooklyn, with a register book showing the train the men are called for, the time they are ordered to leave, and the time of calling, followed by Conductor's signature, and the pay of the Conductor so called should begin from the time the train is due to or ordered to leave. Local freight trains are such trains as handle merchandise peddling freight. Regular Passenger Conductors called or required to do extra running, or sent in runs outside of their regular runs, should be allowed extra time at the regular rate as allowed the extra runs which they are required to make. Passenger Conductors laying off, not having made the required maximum mileage for the month, will lose such time.

On trains 7 and 8 between Washington and Chicago, if over 4,000 miles are made in any month the extra time should be allowed at proportionate rates.

In the two cases cited by Mr. Glaspell, first case leaving Trenton at 7:25 a. m., arriving at St. Joe at 12:45 p. m., leaving St. Joe at 6 p. m., to go to Horton, actual mileage or 123 miles for that day should be allowed. On the other hand, in the second case, leaving Trenton at 11 a. m., arriving at St. Joe at 5 p. m., leaving St. Joe at 2 a. m. for Horton, 100 miles should be allowed Trenton to St. Joe for the first day's work, provided no other mileage is made on that day, and 50 miles should be allowed for the second day's work, for the run from St. Joe to Horton, provided no other mileage is made on that day. In other words, the time is computed by the day or by trains starting from different termini during the hours between midnight and midnight.

In the case of Conductor Bledsoe who claims to have been delayed two hours after time ordered to leave Brooklyn, one hour over-time should be allowed, although in the case cited on June 10, when he claimed one hour over-time on account of having been on the road eleven hours and forty minutes, schedule has not provided for such overtime.

ART. 13. In the matter of branch runs, passenger or mixed, all mileage over 2,600 miles per month, will be extra, and at proportionate rate of pay. Branch crews making extra trips on the main line, will be entitled to actual mileage so made, at the rate governing such service. Extra trips made on the branch, as also switching necessary to be done at terminal yards, when performed within the schedule hours of the day's service, are not entitled to extra pay, but when performed outside of such schedule hours, are entitled to extra pay at proportionate rates for branch service.

CHICAGO & ATLANTIC RAILWAY.

ARTICLES OF AGREEMENT BETWEEN THE GENERAL MANAGER AND EMPLOYES OF THE CHICAGO & ATLANTIC RAILWAY, IN EFFECT MARCH 1ST, 1890.

ARTICLE 1. The pay of Conductors on through passenger trains will be 2 cents per mile, and 1 cent per mile for dead-heading on Company's business.

Baggagemen will receive 1 cent per mile, and one-half cent per mile for dead-heading.

Brakemen on through passenger trains will receive 9-10 cents per mile.

Trains 9 and 10, milk run, (run every day in the month, 140 miles per day,) Conductors will receive 2 cents per mile, Baggagemen will receive $53.00 per month, and Brakemen $50.00 per month.

Trains 3 and 12. The Flagman will receive $50.00 per month.

ART. 2. Through Freight Conductors will receive 2 9-10 cents per mile.

Brakemen will receive 1 98-100 cents per mile, 80 to 100 miles to constitute a day's work. All over 100 miles, Conductors to receive 2 9-10 cents per mile, and Brakemen 1 98-100 cents per mile; except that for five hours or less service 50 miles or one-half day be allowed. On runs of more than 50 miles, or less than 80, actual mileage will be allowed.

ART. 2. The Conductors on all local freights will receive $84.00 per month, and local Brakemen will receive $54.00 per month. After 14 hours on duty over-time will commence. Conductors will be allowed 27½ cents per hour, and Brakemen 17½ cents, time to be counted from leaving time of trains, 30 minutes or more to be counted one hour, less than 30 minutes not to be counted.

ART. Conductors of work or construction trains will receive $2.90 per day, 50 to 100 miles , or 5 to 12 hours, to constitute a day's work.

ART. 5. Conductors who are required by order of a superior officer to dead-head over any division on business of the railway, shall receive one-half regular pay per day for time spent, and for attending court as witnesses at the request of the railway, shall receive $2.90 per day, and $1.00 per day for expenses. Brakemen will be allowed one-half regular pay per day for dead-heading over any division on business of the railway, and for attending court as witness at the request of the railway, will receive $1.98 per day, and $1.00 per day for expenses.

ART. 6. All through freight Conductors will, when practicable, be assigned to divisions to run first in first out on the divisions to which they are assigned. The right to the regular runs will be governed by their ability and seniority, all other things being equal.

ART. 7. When a Conductor or Brakeman has been taken off his run for cause, an investigation will be held at as early a date as possible, and within 10 days or less, unless circumstances intervene to prevent. The right of any employe is recognized to personally appear before the proper officers and present grievances for a hearing, and adjustment without prejudice. It is not deemed necessary to have a second party appear in behalf of the accused during the investigation.

ART. 8. No greater number of freight crews shall be employed than can reasonably be expected to make at least 2,500 miles per month; and any Conductor who has been on duty 15 consecutive hours shall have at least 6 hours rest before going out again, unless he goes voluntarily. Same rule applies to brakemen.

ART. 9. The Conductors and Brakemen not to be called for duty until a reasonable time before the train is to leave. It would be impossible for all crews to be called just one hour before leaving time, on account of the great diversity of places the Caller would have to visit to call the men. In case a Conductor and Brakeman are called for a train and the train is annulled, the Conduhtor shall receive 27½ cents per hour and Brakeman 17½ cents, for time on duty, and shall stand first out.

After being on duty 13 hours on East Division, and 14 hours on Western Division, over-time will commence at the rate of 27½ cents for Conductors and 17½ cents per hour for Brakemen.

In computing time, any fraction of an hour less than 30 minutes will not be counted, and 30 minutes will be counted one hour. Over-time to commence from leaving time. Trainmen to strictly observe the rule to be on hand 30 minutes before leaving time.

ART. 10. All Officers, Conductors, Engineers, Firemen and Brakemen will observe strict courtesy of manner in their intercourse with each other and with all other employes.

ART. 11. Employes will not be dismissed from the service of this Company on account of serving on Grievance Committees.

ART. 12. In case of damage to the property of the railway, the offending person shall be subject to suspension, equitable fine, or dismissal, as the necessities of the case may demand, time of suspension not to exceed in money value the amount of the fine.

ART. 13. Local cars to be set out will be placed in the head end of trains on through freight. It is the intention of this Company as soon as consistent with the financial condition of the road, to place air brakes on all its mogul engines. It is not considered that the putting on of the third Brakeman on mogul trains is necessary for the service.

ART. 14. Uniformity of height of cars next to engines and cabooses is regarded important, and will be carried out as often as may be consistent without unnecessary switching to obtain the result.

Approved as above.

G. M. BEACH, General Manager C. & A. Ry.

In effect March 1st, 1890.

CHICAGO, ST. PAUL, MINNEAPOLIS & OMAHA RAILWAY.

The following compensation will be allowed Passenger Conductors, Baggagemen and Brakemen, on and after October 1, 1890:

RUNS. FROM	TO	Monthly Mileage.	Conductors per Month.	Brakemen per Month.	Baggagemn per Month.
EASTERN & NORTHERN DIVISION.					
Minneapolis	Elroy (4 and 5)	4.357	$120 00	$50 00	$65 00
Minneapolis	Elroy (3 and 6)	4,357	120 00	50 00	65 00
St. Paul	Black River Falls	3,880	110 00	50 00	60 00*
Stillwater	St. Paul	3,224	100 00	50 00	55 00
St. Paul	Ellsworth	3,137	100 00	50 00	50 00
Merillan	Neillsville	2,705	100 00	50 00	55 00
Menomonie City	Menomonie Juuction	882	83 33	50 00	65 00
Minneapolis	Duluth (61 and 62)	5,065	120 00	50 00	60 00
Minneapolis	Duluth (63 and 64)	3,940	110 00	50 00	60 00*
Eau Claire	Ashland	3,955	110 00	50 00	60 00
Eau Claire	Duluth	4.957	120 00	50 00	60 00*
Spooner	Ashland	5.220	110 00	50 00	60 00*
Eau Claire	Chippewa Falls	1.438	83 33	45 00	50 00
Bayfield	Ashland	4,335	100 00	50 00	55 00
ST. PAUL & SIOUX CITY DIVISION.					
St. Paul	Sioux City (3 and 4)	5,756	120 00	50 00	65 00
St. Paul	Sioux City (1 and 2)	5,610	120 00	50 00	65 00
St. Paul	Sioux City (5 and 6)	4,770	115 00	50 00	60 00
St. Paul	Merriam Junction	4.216	95 00	——	60 00
Sioux City	Hawarden	3 645	95 00	45 00	60 00*
Worthington	Sioux Falls	3,337	95 00	50 00	60 00
Heron Lake	Pipestone	2.970	85 00	50 00	55 00
Elmore	Lake Crystal	2,376	90 00	50 00	55 00
Luverne	Doon	1,512	75 00	50 00	50 00
NEBRASKA DIVISION.					
Omaha	Sioux City	3.348	110 00	50 00	70 00*†
Bancroft	Omaha	3.888	100 00	45 00	——
Norfolk	Sioux City	4,050	100 00	50 00	60 00*

* One-half paid by Express Company.
† Also acts as Baggageman and Expressman on Bancroft trains.

SPECIAL RULES.

When a passenger Conductor is taken off his regular run to run specials or extras, he shall receive three (3) cents per mile for such service. When a passenger Conductor doubles for such Conductor, taken off his regular run, he shall receive such compensation as such Conductor would receive in addition to his regular salary.

No deduction shall be made for any time lost on account of snow blockades or washouts.

W. A. SCOTT,
General Superintendent.

Approved:
E. W. WINTER, General Manager.

CHICAGO & ALTON RAILROAD COMPANY.

BLOOMINGTON, ILLINOIS, May 26, 1890.

The following rules will govern the employment and compensation of trainmen on the Chicago & Alton Railroad, to take effect on June 1, 1890:

ARTICLE 1. No Through Freight Conductor's pay shall be less than $1.50 for fifty miles or less, and $3.00 for any run of over fifty miles and less than one hundred—when no other mileage is made the same day—the day to begin and end at midnight. All over one hundred miles to be paid for at the rate of 3 cents per mile.

No Through Freight Brakeman's pay shall be less than $1.00 for any run of fifty miles or less; nor less than $2.00 for any run of over fifty miles and less than one hundred—when no additional mileage is made that day—the day to begin and end at midnight. All over one hundred miles shall be paid for at the rate of 2 cents per mile.

ART. 2. Freight trains doing wrecking and construction work, the Conductor and Brakemen thereof shall have pay for the time actually at such work, when schedule time is exceeded by one hour; the schedule time to be considered at the rate of ten miles per hour; Conductors to receive 30 cents per hour for such wrecking and construction work, and Brakemen 20 cents per hour.

ART. 3. Way Freight Conductors shall receive $80.00 per month, and Brakemen $55.00 per month. No over-time will be allowed. Trips made on lay-over days, or Sundays, will be paid for as per Articles 1 and 2.

ART. 4. On regular construction or ballast trains, Conductors shall receive $78.00, and Brakemen $52.00 per month. Twenty-six days to constitute a month, and twelve hours or less to constitute a day's work. No loss of time when the crew is held for service.

ART. 5. Conductors or Brakemen dead-heading to a point to take charge of a train, or dead-heading from a point to which they have taken a train, when acting under orders from officers of the Company, shall be paid as prescribed in Article 1.

ART. 6. Any Conductor or Brakeman piloting a train or engine to any point, shall be paid as prescribed in Article 1, except that a Brakeman acting as Conductor in piloting, shall receive Conductor's pay.

ART. 7. In case of freight trains doubling hills, Conductors shall receive 3 cents, and Brakemen 2 cents, per mile for the same.

ART. 8. All Conductors and Brakemen, called as witnesses for the Company, shall receive—for Conductors, $3.00, and for Brakemen, $2.00 per day, and expenses.

ART. 9. All the Yardmen at Slater, Roodhouse and Alton, shall be paid at the present monthly rates, twenty-six days to constitute a month's work, additional days to be paid on the same basis.

ART. 10. Passenger Conductors and Brakemen, making extra time, will be paid for the same.

ART. 11. A Caller shall be employed by the Company, both day and night, at Brighton Park, Bloomington, Roodhouse and Slater,

ART. 12. The right to regular runs and to promotion will be governed by merit, ability, and seniority. Everything being equal, the Conductor, Brakeman, or Yardman longest in the service will have preference, the Superintendent to be the judge as to qualifications. Nothing in this Article shall be construed as preventing the Company from employing experienced men from other roads when the good of the service requires it.

ART. 13. Unless leave of absence for a definite time is given, Conductors, Brakemen, and Yardmen leaving the service of the Company to engage in other business, or to work on other roads, and who shall, subsequently, be re-employed by the Company, shall rank as new men.

ART. 14. No Conductor, Brakeman, or Yardman, shall be suspended or dismissed without just cause. In case of suspension or dismissal, if he thinks his sentence unjust, his case shall have a thorough investigation by the proper officers, at which he may be present, if he so desire. Any such investigation shall be made within ten (10) days from the date of notice in writing of his desire for further investigation, and if found unjustly suspended or dismissed, he shall be re-instated and paid full time while so out of service.

ART. 15. It is the rule and intention of the Company to run through freight crews first in first out; but circumstances may arise where this should be changed, and the Company reserves the right to do so. For instance, we may deem it advisable to run certain crews upon certain designated trains—and we must be at liberty to arrange such matters for the best interests of the Company.

ART. 16. The rate contained in this schedule, and the rules relating thereto, shall not be changed—in any case—without the mutual consent of both parties to this agreement.

T. W. BATES,
Superintendent of Transportation.

Approved:
C. H. CHAPPELL, General Manager.

CHICAGO & EASTERN ILLINOIS.

SCHEDULE TO TAKE EFFECT APRIL 15, 1890.

1. On and after April 15, 1890, and until otherwise ordered, freight Conductors and Brakemen will be paid as stated herein.

2. The classification of freight Conductors and Brakemen will be, for the first year's service, second class; and thereafter, first class.

3. Conductors and Brakemen running light trains over the road will receive two-thirds (⅔) pay for the Division over which they run.

4. When dead-heading over the line in Company service they will be allowed one-half (½) pay over the Division they run.

5. When attending court to be allowed regular pay.

6. All over twelve (12) hours on through freight trains will be paid as over-time at 25 cents per hour for Conductors and 15 cents per hour for Brakemen; provided that such over-time is not the fault of such Conductor or Brakeman.

7. No over-time to be paid on local freight trains when detained two (2) hours over scheeule time. Any excess to be paid at 25 cents per hour for Conductors and 15 cents per hour for Brakemen; provided such over-time is not the fault of such Conductor or Brakeman.

8. Two-thirds (⅔) time to be allowed when blockaded by snow or other blockades, beyond twelve (12) hours, at 25 cents per hour for Conductors and 15 cents per hour for Brakemen.

9. In case a Conductor or Brakeman is called for a train which is afterward abandoned, time to be allowed at 25 cents per hour for Conductors and 15 cents per hour for Brakemen, and shall stand first out.

10. Conductors and Brakemen living within one mile of yard offices to be called when required to go out between the hours of 8:00 p. m. and 7:00 a. m., and at all other times when they have no means of knowing when they arrive, the time when they are expected to go out. They will not be called for duty until two (2) hours before train is ready to leave. The Caller to have a book in which they must register their names and the time when called. Any Conductor or Brakeman failing to respond after being thus called shall be liable to be suspended or discharged as the Superintendent Transportation or General Superintendent shall determine. They shall not be required to go out on duty without sufficient rest.

11. Their time shall begin two (2) hours after they sign the Caller's book and continue up to the time of register at the end of the run; provided such register is made promptly on arrival.

12. When practicable, Conductors and Brakemen to be assigned to regular Divisions. On all freight trains except local freight trains, they will run first in first out, unless the service requires it otherwise. The right to regular runs and promotions will be governed by merit, ability and seniority. Everything being equal, the Conductor or Brakeman longest in faithful service will have the preference.

13. If a Conductor or Brakeman is relieved from duty for any cause he shall be granted a thorough investigation, hearing and decision within five days, at which investigation he shall have the right to have another Conductor or Brakeman (as the case may be) of his selection, to appear and speak for him, and shall have the right to appeal from the local to the general officers of the road and a decision in five days after

presenting his appeal, and in case such decision is not made within five days on such appeal, one-half pay shall begin and continue until such decision is made.

The above limit of time not to apply if the necessary investigation cannot be made in the time stated.

14. The number of crews to be kept in through service to be regulated by the necessities of the work; the idea being to give each crew as near a full month's work as is consistent with the prompt handling of the business; 2,600 miles per month to be the minimum, if possible, and more if it can be done without detriment to the service.

15. The Tuscola local and the Brazil coal run are to be allowed three (3) Brakemen when the work requires it; the Superintendent Transportation to be the one to decide when this is necessary.

16. Satisfactory arrangements to be made for coaling engines at non-coaling stations.

17. It is hereby understood by and between the officials of the railroad company and the employes of said railroad company, that this schedule and the terms of this agreement adopted to take effect April 15th, 1890, are fully satisfactory, and that all employes and officials are in thorough accord and unison with such schedule and the terms of said agreement, and it is hereby agreed that all will live up to this agreement strictly, commencing as of April 15th, 1890; and said schedule and said terms of this agreement to continue in force without interruption or objection on the part of any employes or the officials of said railroad company hereafter.

FROM	TO	MILES.	CONDUCTOR.	BRAKEMAN.
Chicago.....	Momence and return, local.....	94.8	$75 00	$60 00 (2 men)
Danville....	Chicago, through freight.....	120.7	1st class, 3 50 2d class, 3 25	$2 30 2 15
Danville....	Chicago, local.....	120.7	83 33	$57 50 (3 men)
Danville....	Terre Haute and ret., through ft.....	109.4	1st class, 2 90 2d class, 2 65	$1 95 1 80
Danville....	Terre Haute and return, local.....	109.4	80 00	$55 00
Danville....	Brazil and return.....	122.6	1st class, 3 20 2d class, 2 95	$2 15 2 05
Danville....	Tuscola and return, local.....	100	80 00	$55 00
Hoopeston..	Cissna Park, local.....	.....	75 00	50 00
Danville....	Grape Creek, and switching.....	.....	75 00	55 00
	Wrecking, snow-plow or similar service.....	.....	3 00 (12 hrs.)	2 00 (12 hrs.)

Over-time at 25 cents for Conductors, and 15 cents for Brakemen on through freight trains, after 12 hours; and after being 2 hours late on local freight trains.

D. R. PATTERSON,
General Superintendent.

GEO. W. SAUL, General Manager.

C. J. KNIERIM, Chairman,
S. P. NOAL,
C. E. SMITH,
RAY E. MACK,
Committee.

CHICAGO & NORTH-WESTERN RAILWAY COMPANY.

Freight Brakemen's Circular.

CHICAGO, ILL., September 29, 1890.

The following rules will govern the employment and compensation of Freight Brakemen. They will take effect on October 1, 1890, and will supersede the rules issued under date of May 8, 1890, and in effect on June 1, 1890.

ARTICLE I.

RATES AND GRADES.

1. There shall be two grades of Freight Brakemen established, and the compensation shall be as follows:

(a) For the first three (3) months of actual service, forty-five dollars ($45) per month. (b) For all service after three (3) months' service, fifty-two dollars ($52) per month.

2. Brakemen on way freight trains will be paid fifty-five dollars ($55) for twenty-six hundred (2,600) miles or less, made in any one month. All mileage made in any one month in excess of twenty-six hundred (2,600) miles will be paid for extra.

3. Brakemen on work trains will be paid not less than fifty-five dollars ($55) per month of twenty-six (26) days, ten (10) hours or less to constitute a day's work. All time made in excess of ten (10) hours will be paid for extra.

4. The pay of Mixed Train Brakemen will be computed at freight rates.

5. Freight Brakemen temporarily in passenger service will be paid freight mileage.

ARTICLE II.

RULES FOR COMPUTATION.

1. The monthly compensation is to be based on a mileage of twenty-six hundred (2,600) miles or twenty-six (26) days per month, and any excess over this mileage made by Freight Brakemen will be paid for in the same proportion as the monthly compensation is to twenty-six hundred (2,600) miles.

2. If the mileage of a Freight Brakeman falls below twenty-six hundred (2,600) miles in any one month, and he has been ready for service, losing no time on his own account, in such cases full time for twenty-six hundred (2,600) miles will be allowed.

3. Brakemen who are laid off owing to decreased business, will be reinstated and hold their rights as per Article 8, provided they report for work when wanted.

4. Freight Brakemen will be notified when time is not allowed as per trip report.

ARTICLE III.

EXTRA MILEAGE.

1. All Freight Brakemen on regular runs will receive compensation for extra mileage made outside of their regular runs.

2. All runs of less than one hundred (100) miles will be computed as one day's work, provided the men do not go out again the same day, except on branch runs where the mileage is less than sixty (60) miles per day, where the Company reserves the right to make special agreements with its Brakemen as to the compensation they will receive.

3. Where crews are required to double hills, such crews will be allowed the extra mileage made.

ARTICLE IV.

DELAYED TIME.

1. Brakemen will be called, as nearly as possible, one hour before the leaving time of their trains. They will be paid for all delayed time at terminal stations, provided the delay exceeds one (1) hour. They will also be paid for all delayed time between terminal stations in case of accidents, washouts, snow, or unloading or loading material, provided no claim will be made unless there is a full hour's delay, or if train arrives at its terminal on time.

2. All delayed time will be paid at the rate of ten (10) miles per hour.

ARTICLE V.

DEAD-HEAD TIME.

1. Brakemen will be allowed ten (10) miles per hour for dead-heading on passenger trains. All other dead-heading will be computed as actual miles run.

2. When freight crews and way cars are ordered dead-head, the crews will accompany their way cars.

3. In ordering crews, the first crew will run the train, the next crew dead-heading, when such service is required, said crew being ahead of the crew with whom they dead-head, on reaching the terminal of that run.

ARTICLE VI.

SWITCHING SERVICE.

1. If Freight Brakemen are required to do switching at terminal stations, either before leaving or after arriving at such terminal, they will be paid extra for all such switching at the rate of ten (10) miles per hour. Less than forty-five (45) minutes will not be counted. Forty-five (45) minutes and less than one (1) hour will be counted one (1) hour.

ARTICLE VII.

DISCIPLINE.

1. In case of dismissal or suspension of a Brakeman by any one below the Division Superintendent in rank, he shall have the right to

›peal to the Division Superintendent for a full and impartial investi-ıtion. Should the Division Superintendent fail to adjust the case, the rakeman may appeal to the General Superintendent or the General anager.

2. No fault will be found with a Brakemen who refuses to go out on :count of needed rest.

3. When a Freight Brakeman is taken from his run for an alleged ult, an investigation will be held ordinarily within three (3) days. 'hen more than three (3) days elapse he will, if found innocent, receive ıy for all time lost after the third day. No punishment to be fixed thout a thorough investigation.

ARTICLE VIII.

BRAKEMEN'S RIGHTS AND PRIVILEGES.

1. Brakemen will be allowed to lay off on account of the sickess of emselves, their families, or for other good and sufficient reasons, pro-ded due notice is given to the proper officers, so that their places may filled with other men.

2. This does not permit Brakemen to leave the division on which ey are employed without permission from the Superintendent.

3. Any Brakeman having been absent to exceed six (6) consecutive onths, thereby forfeits all rights with the Company, except in cases of ckness, or where leave of absence has been granted. No leave of ab-nce will be granted to exceed one (1) year, nor re-instatements made ter one year's continuous absence, except in case of sickness.

4. The rights of a Brakeman commence on the day of his first trip, ıd he will have the choice of runs to which his age in the service as rakemen entitles him,—merit and competency being equal in the judg-ent of the Conductor.

5. The employment of Brakemen is placed in the hands of the Di-ısion Superintendents, or their representatives; but Brakemen will, in ll cases, be placed as the Conductor's best judgment may dictate.

6. When a Brakeman leaves one division, of his own accord to work n another division, he will be considered as a new employe, but should e be transfered by order of the Company, the same rights he possessed n the first division will be maintained on his return to the same.

7. If a Brakemen transfers from either the Freight or Passenger)epartment to the other, he forfeits all rights in the department which e leaves, and will be classed as a new employe,—except in case of isability.

8. In examining men on the book of rules for promotion to Con-ıctors, the oldest Brakeman must have the preference, merit and com-tency being equal. The Company reserves the right, however, to hire nductors outside of the employes of the Company, should the service mand it.

ARTICLE IX.

CALLING OF MEN.

1. A book will be kept in the Train Dispatcher's office, showing the name of each Brakeman and his residence. Superintendents will agree with their men on certain limits within which men will be called to take their trains, where call boys are provided.

2. Call boys will be provided with a book in which Brakemen will register their names, and the time they are called.

3. Brakemen will also register in a book kept for that purpose in the Train Dispatcher's office, or other designated place, thirty (30) minutes before their trains are due to leave.

ARTICLE X.

RUNNING OF CREWS.

1. On other than assigned runs the crews will run first in first out.

S. SANBORN,
General Superintendent.

Approved:
I. M. WHITMAN, General Manager.

CHICAGO & NORTH-WESTERN RAILWAY COMPANY.

Freight Conductor's Circular.

CHICAGO, ILL., September 29, 1890.

The following rules will govern the employment and compensation of Freight Conductors. They will take effect on October 1, 1890, and will supercede the rules issued under date of May 8, 1890, and in effect on June 1, 1890.

ARTICLE I.

RATES AND GRADES.

1. There shall be two grades of Freight Conductors established, and the compensation shall be as follows:

(a) For the first year's actual service after promotion from a Brakeman, sixty-eight ($68) per month. (b) For the second year's service, and thereafter, seventy-eight dollars ($78) per month.

2. Conductors of way freight trains will be paid eighty-five dollars ($85) for twenty-six hundred (2,600) miles or less, made in any one month. All mileage made in any one month in excess of twenty-six hundred (2,600) miles will be paid for extra at the rate of three and one-quarter (3¼) cents per mile.

3. Conductors of work trains will be paid not less than eighty-five dollars ($85) per month of twenty-six (26) days, ten (10) hours or less to constitute a day's work. All time made in excess of ten (10) hours will be paid for at the rate of three and one-quarter (3¼) cents per mile.

4. The pay of Mixed Train Conductors will be computed at freight rates.

5. Freight Conductors temporarily in passenger service will be paid freight mileage.

ARTICLE II.

RATES AND GRADES.

1. The monthly compensation is to be based on a mileage of twenty-six hundred (2,600) miles or twenty-six (26) days per month, and any excess over this mileage made by Freight Conductors will be paid for in the same proportion as the monthly compensation is to twenty-six hundred (2,600) miles.

2. If the mileage of a Freight Conductor falls below twenty-six hundred (2,600) miles in any one month, and he has been ready for service, losing no time on his own account, in such cases full time for twenty-six hundred (2,600) miles shall be allowed.

3. The first year's service is to consist of twelve (12) calendar months.

4. Should it become necessary to reduce the force on account of decreased business, and the Conductor still remains in the employ of the Company as Brakeman, his promotion is to date from the time he made his first trip as Conductor, and he shall receive the highest rate paid Brakemen.

5. Freight Conductors will be notified when time is not allowed as per trip report.

ARTICLE III.

EXTRA MILEAGE.

1. All Freight Conductors on regular runs will receive compensation for extra mileage made outside of their regular runs.

2. All runs of less than one hundred (100) miles shall be computed as one day's work, provided the men do not go out again the same day, except on Branch runs where the mileage is less than sixty (60) miles per day, where the Company reserves the right to make special agreements with its Conductors as to the compensation they shall receive.

3. Where crews are required to double hills, such crews will be allowed extra mileage made.

ARTICLE IV.

DELAYED TIME.

1. Conductors will be called, as nearly as possible, one hour before leaving time of their trains. They will be paid for all delayed time at terminal stations, provided the delay exceeds one (1) hour. They will

also be paid for all delayed time between terminal stations in case of accidents, washouts, snow, or unloading or loading material, provided no claim will be made unless there is a full hour's delay, or if train arrives at its terminal on time.

2. All delayed time will be paid at the rate of ten (10) miles per hour.

ARTICLE V.

DEAD HEAD TIME.

1. Conductors will be allowed ten (10) miles per hour for dead-heading on passenger trains. All other dead-heading shall be computed as actual miles run.

2. When freight crews and way cars are ordered dead-head, the crews shall accompany their way cars.

3. In ordering crews, the first crew shall run the train, the next crew dead-heading, when such service is required, said crew being ahead of the crew with whom they dead-head, on reaching the terminal of that run.

ARTICLE VI.

SWITCHING SERVICE.

1. If Freight Conductors are required to do switching at terminal stations, either before leaving or after arrival at such terminal, they will be paid extra for all such switching at the rate of ten (10) miles per hour. Less than forty-five (45) minutes will not be counted. Forty-five (45) minutes and less than one (1) hour will be counted one (1) hour.

ARTICLE VII.

DISCIPLINE.

1. In case of dismissal or suspension of a Conductor by any one below the Division Superintendent in rank, he shall have the right to appeal to the Division Superintendent for a full and impartial investigation. Should the Division Superintendent fail to adjust the case, the Conductor may appeal to the General Superintendent or the General Manager.

2. No fault shall be found with a Conductor who refuses to go out on account of needed rest.

3. When a Freight Conductor is taken from his run for an alleged fault, an investigation shall be held ordinarily within three (3) days. When more than three (3) days elapse he shall, if found innocent, receive pay for all time lost after the third day. No punishment to be fixed without a thorough investigation.

ARTICLE VIII.

CONDUCTORS' RIGHTS AND PRIVILEGES.

1. Conductors will be allowed to lay off on account of the sickness of themselves, their families, or for other good and sufficient reasons, provided due notice is given to the proper officers, so that their places may be filled with other men.

2. This does not permit Conductors to leave the division on which they are employed without permission from the Superintendent.

3. Any Conductor having been absent to exceed six (6) consecutive months, thereby forfeits all rights with the Company, except in case of sickness, or where leave of absence has been granted. No leave of absence shall be granted to exceed one (1) year, nor re-instatements made after one (1) year's continuous absence, except in case of sickness.

4. The rights of a Conductor commence on the day of his promotion, and he shall have the choice of runs to which his age as Conductor entitles him, providing he is intellectually and morally fitted for it in the opinion of his Superintendent.

5. Where passenger crews run over more than one freight division, the oldest Freight Conductor on either division will be considered as entitled to promotion to passenger runs as above. Nothing in this article shall be considered as preventing the Company from employing experienced men when the service requires it.

6. Conductors having charge of trains will be held responsible for their safe management, and shall have the right to place their Brakemen as their best judgment may dictate.

7. When a Conductor leaves one division, of his own accord, to work on another division, he shall be considered as a new employe, but should he be transferred by order of the Company, the same rights he possessed on the first division shall be maintained on his return to same.

ARTICLE IX.

CALLING OF MEN.

1. A book shall be kept in the Train Dispatcher's office, showing the name of each Conductor and his residence. Superintendents shall agree with their men on certain limits within which men shall be called to take their trains, where Call boys are provided.

2. Call boys shall be provided with a book in which Conductors shall register their names, and the time they are called.

3. Conductors shall also register in a book kept for that purpose in the Train Dispatcher's office, or other designated place, thirty (30) minutes before their trains are due to leave.

ARTICLE X.

RUNNING OF CREWS.

1. On other than assigned runs the crews will run first in first out.

S. SANBORN,
General Superintendent.

Approved:
I. M. WHITMAN, General Manager.

CHICAGO & NORTH-WESTERN RAILWAY COMPANY.

Passenger Trainmen's Circular.

CHICAGO, ILL., September 29, 1890.

The following compensation will be allowed Passenger Conductors, Baggagemen and Brakemen, on and after October 1 1890.

RUNS. FROM	TO	MONTHLY MILEAGE.	Conductors per Month.	Brakemen per Month.	Baggagemen per Month.
GALENA DIVISION.					
Chicago	Clinton	5,708	$120 00	$50 00	$65 00
Chicago	Clinton	4,281	120 00	50 00	65 00
Chicago	Clinton	3,729	110 00	50 00	55 00
Chicago	Rockford	5,017	110 00	50 00	50 00
Chicago	Lake Geneva	4,126	100 00	50 00	50 00
Chicago	Lake Geneva	4,644	110 00	50 00	55 00
Chicago	Crystal Lake	3.627	100 00	50 00	60 00
Chicago	Elgin	2,311	100 00	50 00	55 00
Chicago	Freeport-Maywood	3,357	100 00	50 00	4—55 00 2—37 50
Chicago	Turner-Maywood	2,940	100 00	50 00	55 00
Chicago	Turner-Maywood	2,280	100 00	50 00	50 00
Chicago	Belvidere	4,223	100 00	50 00	55 00
Chicago	Maywood	1,810	100 00	50 00	50 00
Chicago	Aurora-Maywood	2,510	100 00	50 00	27 50
Turner	Sterling	4,290	110 00	50 00	60 00
Turner	Lake Geneva	3,144	100 00	50 00	55 00
Spring Valley	Caledonia	4,644	100 00	50 00	32 50
St. Charles	Geneva-Aurora	2,322	100 00	50 00	50 00
Cortland	Sycamore-DeKalb	1,620	50 00	40 00	40 00
WISCONSIN DIVISION.					
Chicago	Ft. Howard	5,267	120 00	50 00	65 00
Chicago	Milwaukee	5,270	120 00	50 00	1—60 00 1—65 00
Chicago	Milwaukee	4,590	120 00	50 00	1—55 00 1—60 00
Chicago	Elroy	4,964	120 00	50 00	65 00
Chicago	Ft. Howard	4,060	110 00	50 00	55 00
Chicago	Harvard	4,146	110 00	50 00	65 00
Chicago	Harvard	3,906	110 00	50 00	55 00
Chicago	Janesville	4,920	110 00	50 00	65 00
Milwaukee	Fond du Lac	3,418	110 00	50 00	55 00
Milwaukee	Appleton	6,200	110 00	50 00	55 00
Janesville	Fond du Lac	4,644	100 00	50 00	
Chicago	Kenosha	2,775	100 00	50 00	55 00
Chicago	Waukegan	2,970	100 00	50 00	50 00
Chicago	Waukegan	3,780	100 00	50 00	55 00
Chicago	Highland Park	3,138	100 00	50 00	50 00
Chicago	Winnetka	3,435	100 00	50 00	50 00
Chicago	Evanston	2,888	100 00	50 00	50 00
Chicago	Woodstock	3,162	100 00	50 00	55 00
Chicago	Barrington	3,348	100 00	50 00	55 00
Chicago	Barrington	2,133	100 00	50 00	50 00
Chicago	DesPlaines	2,619	100 00	50 00	50 00
Chicago	DesPlaines	2,889	100 00	50 00	50 00
Sheboygan	Princeton	4,212	100 00	50 00	55 00
IOWA DIVISION.					
Clinton	Boone	4,494	120 00	50 00	65 00
Boone	Council Bluffs	4,500	120 00	50 00	65 00
Mo. Valley	Council Bluffs	2,700	100 00	50 00	60 00
Des Moines	Jewell Junction	2.520	100 00	50 00	27 50
Clinton	Anamosa	3,834	100 00	50 00	27 50

CHICAGO & NORTH-WESTERN RAILWAY COMPANY.

SCHEDULE OF PAY CONTINUED.

RUNS. FROM	TO	MONTHLY MILEAGE.	Conductors per Month.	Brakemen per Month.	Baggagemen per Month.
PEN. DIVISION.					
Ft. Howard	Ishpeming	5,220	$120 00	$50 00	$65 00
Powers	Watersmeet-CrystalFalls	4,960	110 00	50 00	60 00
Powers	Iron River	3,536	100 00	50 00	55 00
Ft. Howard	Menominee	2,652	100 00	50 00	55 00
MADISON DIVISION.					
Harvard	Winona	5,240	120 00	50 00	65 00
Chicago	Elroy	4,964	120 00	50 00	65 00
Milwaukee	Madison	4,988	110 00	50 00	65 00
Milwaukee	Madison	4,278	100 00	50 00	60 00
Milwaukee	Lancaster	4,512	110 00	50 00	60 00
Galena	Lancaster	4,304	100 00	50 00	55 00
Afton	Janesville	3,443	100 00	50 00	65 00
DeKalb	Janesville	3,234	100 00	50 00	55 00
W. & ST. P. DIVISION.					
Tracy	Watertown	4,815	120 00	50 00	60 00
Tracy	Winona	4,763	120 00	50 00	65 00
DAKOTA DIVISION.					
Hawarden	Oakes	4,853	120 00	50 00	65 00
Tracy	Pierre	4,420	120 00	50 00	65 00
Brookings	Gettysburgh	4,264	110 00	50 00	60 00
NO. IOWA DIVISION.					
Tama	Hawarden	4,277	120 00	50 00	65 00
Jewell Junction	Sioux City	4,656	110 00	50 00	32 50
Carroll	Moville	5,258	100 00	50 00	32 50
Carroll	Sioux City	3,717	100 00	50 00	32 50

SPECIAL RULES.

When a Passenger Conductor is taken off his regular run to run specials, or extras, he shall receive three (3) cents per mile for such service. When a Passenger Conductor doubles for such Conductor, taken off his regular run, he shall reecive such compensation as such Conductor would receive, inaddition to his regular salary.

No deduction shall be made for any time lost on account of snow blockades or washouts.

No privileges now enjoyed by Passenger Conductors shall be abrogated.

Extra compensation shall be allowed Passenger Conductors for all mileage made in excess of that stated above, except on suburban trains, and where the mileage is less than 2,600 miles.

On divisions where extra Passenger Conductors are employed, their pay shall be one hundred dollars ($100) per month, and they shall not be called upon to do freight work.

Milk Conductors will be paid fifty-five dollars ($55) per month.

S. SANBORN,
General Superintendent.

Approved:
I. M. WHITMAN, General Manager.

CLEVELAND, CINCINNATI, CHICAGO & ST. LOUIS RAILWAY COMPANY.

Transportation Department.

INDIANAPOLIS, IND., July 19, 1890.

From and after August 1st, 1890, the following wages will be paid except as specified.

1. Freight Brakemen employed on the C., C., C. & St. L. Ry. shall receive 2 cents per mile on through freight trains.

2. Local freight Brakemen on all Divisions will receive $5.00 per month increase in excess of present rate. Local freight Foremen to be paid $5.00 per month in excess of Brakeman's rate.

3. When it is necessary for Brakemen to attend court as witnesses for the Company, they will be allowed the mileage they would have made had they been in actual service, and necessary expenses.

4. When it becomes necessary to send a crew out light, or to deadhead a crew on passenger, or any other train, they are to receive full time for the same.

5. Brakemen will be allowed over-time upon the same basis as Conductors, at rate of 20 cents per hour.

6. Callers will be furnished to call Brakemen living within a radius of one mile of the Yardmaster's office, at all freight terminals.

7. Passenger Brakemen shall receive 12 mills per mile, and Baggage Masters 13 mills per mile on all through runs. All commuter and passenger runs including Aurora passenger run, Brakemen will receive $2.00 per day and Baggage Masters $2.15 per day, except on Cairo and Peoria Divisions; on these Divisions an advance to be made Baggage Masters and Brakemen of $5.00 per month.

8. In case a Brakeman is suspended he shall have a hearing within five days, and if on investigation he is exonerated, he will be reinstated and shall receive pay for time lost.

9. Brakemen running circus, work, wreck or picnic trains will be allowed a constructive mileage of 150 miles per day. Work or wreck trains working six hours or less to receive 100 miles; over six hours 150 miles.

10. Whenever it becomes necessary to employ additional Conductors, that the preference be given to Brakemen according to their age and ability. This to be determined by the Superintendent or his representative when the applicant is examined,

11. Brakemen are not to be fined for any damage done to property unless it can be shown that it was the result of their carelessness or negligence.

E. A. PECK,
General Superintendent.
WM. M. CURRAN, Chairman,
CHAS. DUVALL, Secretary,
J. E. MCGINNIS,
M. S. MONGER,
C. SIEFMAN,
L. A. ROBBINS,
Committee for Brakemen.

CLEVELAND, CINCINNATI, CHICAGO & ST. LOUIS RAILWAY COMPANY.

Transportation Department.

INDIANAPOLIS, IND., 1890.

From and after August 1st, 1890, the following wages will be paid, except as specified:

1. Passenger Conductors running passenger trains when their runs are 75 miles or more, will receive 25½ mills per mile, except on Cairo and Peoria Divisions.

2. Conductors running through freight trains will receive 29 mills per mile, and will be allowed the same number of miles that Engineers and Firemen receive. They will be paid 29 cents per hour for all detentions over two hours. When delayed over two hours, the first two hours will be included. Road over-time to be computed from current time tables of respective Divisions. Running time of extra trains to be computed in like manner. The longest run on current time card (except local) on the Division to govern.

3. Local freight Conductors on Chicago Division will be paid $85.00 per month, or upon that basis for such portion of the month as they may work. Local freight Conductors on Cairo Division that run daily will be paid $95.00 per month. Should local freight Conductors on Cairo Division run four days per week, they will be paid $85.00 per month. Local freight Conductors on other Divisions will receive an increase of $5.00 per month, or upon that basis for such portion of the month as they may work. They will be paid 29 cents per hour for all detentions over two hours. When delayed over two hours the first two hours will be included. Road over-time to be computed from current time table of respective Divisions.

4. Conductors running suburban trains between Cincinnati Harrison and Aurora will receive $85.00 per month.

5. Branch Conductors running out of Greensburg to receive $70.00 per month. Conductors doubling between Seneca and Sheldon to receive $80.00 per month. Conductors doubling between Kankakee and Seneca to receive $75.00 per month. Conductors running connection trains between Lawrenceburg Junction and Aurora to receive $70.00 per month.

6. Conductors running circus, work, wreck,

7. or picnic trains will be allowed constructive mileage of 150 miles per day. Wreck or work trains working six hours or less to receive 100 miles; over six hours 150 miles.

8. Conductors dead-heading on company's business are to be paid actual time at the agreed rate per mile allowed for their branch of service. Full time to be allowed for light trains.

9. Conductors attending court as witnesses, or attending to other business, when such duties are performed at the company's request, will be paid at the rate of compensation they would have received had they been in regular service, and actual expenses.

10. When a Conductor is called for a run and the train is annulled, he shall receive the agreed rate per hour while on duty (see Articles 2 and 3) and shall stand first out.

11. Crews that have been on duty for twenty consecutive hours should have eight hours rest before going on duty again, unless they go voluntarily.

12. When crews are marked for any run, or are ordered by an officer in authority to be ready at a given time, and not released, if delayed over one hour, they are to be paid at the agreed rate for their services (see Articles 2 and 3) from the time they were first marked or ordered to go out; except that no time will be allowed should train arrive at terminal, having made schedule time; such schedule time to be computed from the time Conductor was ordered out.

13. If a Conductor is taken off his run for any cause, he shall be granted a full investigation, hearing and decision within five days, at which time he shall have the right to have another Conductor of his own selection to appear and speak for him, and shall have the right to appeal from the decision of a local to the general officers of the road. If exonerated he shall receive pay for lost time.

14. Freight Conductors will, whenever practicable, be assigned to Divisions and run first in first out in the service to which they were assigned. The right to regular runs and promotion will be governed by merit, ability and seniority. Other things being equal, the Conductor who serves the longest on any Division of the road will have the preference of runs on such Division.

15. Conductors will not be expected to take charge of light engines in connection with their trains.

16. Callers will be furnished to call Conductors living within a radius of one mile of the Yardmaster's office, at all freight terminals.

E. A. PECK,
General Superintendent.

Approved:
W. M. GREENE, General Manager.

CHICAGO, MILWAUKEE & ST. PAUL RAILWAY CO.

SCHEDULE OF WAGES AND REGULATIONS FOR THE GOVERNMENT OF TRAINMEN, IN EFFECT DECEMBER 28TH, 1890.

WORK AND FREIGHT TRAIN SERVICE.

ARTICLE 1. The wages of men employed on work trains will be $3.20 per day for Conductors and $2.10 per day for Brakemen.

Way freight Conductors and Brakemen will receive $3.00 and $2.00 per 100 miles, respectively.

Through freight Conductors and Brakemen will receive $2.90 and $1.95 per 100 miles, respectively.

Brakemen entering the service will receive $1.73 per day for the first three consecutive months' work, after which they shall receive full rate.

ART. 2. On work trains twelve hours or less will constitute a day. If mileage exceeds 100 miles, actual mileage will be allowed at work train rates.

Eleven hours or less, when less time is required to make 100 miles, on way freight trains, will constitute one day.

Twelve hours or less, when less time is required to make 100 miles, on through freight trains, will constitute one day.

On all runs ranging from 90 to 100 miles, a full day will be allowed; on runs of less than 90 miles a full day will be allowed, provided no other mileage is made the same day: if other mileage is made, then actual mileage will be allowed.

On the Chicago and Milwaukee Division once over the road will constitute a day.

One hundred and fifty miles will be allowed between La Crosse and Minneapolis.

On branch lines where the regular run is less than 100 miles, overtime will be allowed when more than twelve hours are consumed in making the run and doing the necessary switching, at the rates in existence prior to December 28th, 1890.

ART. 3. Over-time shall be computed on a basis of ten miles per hour. In computing over-time no fraction of an hour less than thirty minutes shall be counted; fractions of an hour over thirty minutes shall be counted one hour.

ART. 4. The time of extra trains shall be computed on the same basis as schedule trains. All allowances made to trainmen on through freight trains shall be made to trainmen on extra freight trains.

ART. 5. When men are held for snow plow service, they shall be paid full time. In all cases where men are working in the snow and trying to open the road, they shall be paid hour for hour, so long as they are in that service, at through freight train rates. When men are away from home over one day at a time, owing to snow blockades, one-half time shall be allowed; men to remain subject to call. Time to begin after one day has expired.

ART. 6. Trainmen dead-heading over the road on Company's business, on passenger trains, to be paid half mileage. When dead-heading on freight trains full mileage will be allowed. When attending law suits, full time will be allowed and expenses paid for every day off.

ART. 7. When trainmen are required to switch at terminal stations over one hour, where switch engines are regularly employed, they shall receive compensation for such service at road rates, viz.: ten miles per hour, no allowance to be made for less than one hour. At terminals where switch engines are not regularly employed, no time will be allowed for switching, unless the time consumed in doing the necessary switching and making a run of 100 miles exceeds twelve hours. All time in excess of twelve hours, in such cases, will be paid for at road rates, viz.: ten miles per hour.

ART. 8. At terminal or Division stations where Callers are employed, they shall call trainmen as near as practicable one hour before leaving time of trains, provided they live within one mile from the place where they take charge of trains. The Caller's book shall state the leaving time of trains and the men who are called shall, in each instance, register their names together with the time at which they are called. In computing over-time, time of men shall begin at the time specified in the Caller's book for the train to leave.

ART. 9. In cases where trains are abandoned, trainmen having been called, they shall be paid for all time on duty until released, but in no case for less than 25 miles.

ART. 10. As a rule freight trainmen shall run on the freight division to which they are assigned. Crews not assigned to regular runs shall run first in first out.

ART. 11. Freight train crews called to make a single run over their respective freight divisions with passenger trains or passenger equipment, shall receive full freight train rates therefor.

ART. 12. As near as practicable the numder of crews in freight service, on all Divisions, shall be kept down to correspond with the volume of business, so that they may make not less than 2,600 miles per month.

ART. 13. Promotions will be based upon the faithful discharge of duties, capacity for increased responsibility and fitness for the position, to be determined by the Superintendent. As a rule, promotions to Freight Conductors are to be made from Freight Brakemen and Passenger Conductors from Freight Conductors. The Company at all times reserves the right to hire experienced men outside of its own employes or to transfer men from one Division to another, whenever the business of the Company may require it. In case a trainman is transferred from one Division to another, the same standing on the first Division shall be maintained upon his return.

ART. 14. Actual mileage shall be allowed for doubling hills, provided trains are thereby delayed over twelve hours in making a run of one hundred miles. No allowance will be made for doubling hills, as above, on runs of ninety miles or less.

ART. 15. Train crews shall not be required to repair disabled cars left at stations by other trains. When practicable to do so, without detriment to the company's business, car smiths shall be sent to make necessary repairs. Cars disabled in trains shall be repaired or chained up by the train crew and taken through to destination or Division station, when possible and safe to do so, and it can be done without unreasonable delay to trains.

PASSENGER TRAIN SERVICE.

ART. 16. No change shall be made in compensation of passenger trainmen. They shall be paid at the same rate and on the same basis as heretofore.

GENERAL REGULATIONS.

ART. 17. Conductors shall have full and entire control of Brakemen on their trains and of the placing of them and shall not be required to take out a Brakeman whom they know to be incompetent.

ART. 18. Trainmen shall rank from the day they are employed and in the event of a surplus of men the oldest in the service on their respective Divisions shall have the preference of employment; character, ability and merit being equal.

ART. 19. No trainman shall be suspended or discharged without just cause. In case of suspension or dismissal, if he thinks his sentence unjust his case shall have a thorough investigation by the proper officers, at which he may be present if he so desires. Such investigation shall be made as soon as possible and if found unjustly suspended or discharged he shall be reinstated and paid full time while so out of service.

ART. 20. When trainmen have been in continuous service so long as to require rest, they shall not be required to go out until sufficient time has been allowed them to recuperate; men to be the judges of their own physical condition.

ART. 21. When time is not allowed as per Conductors daily time slip, it shall be returned at once with the reason for not allowing the time.

ART. 22. Any trainman suspended or dismissed, shall have the privilege of appeal to the Superintendent. If he fails to adjust the case appeal can then be made to the Assistant General Superintendent, General Superintendent and General Manager in regular order.

ART. 23. All Subordinate Officers and Conductors shall be provided with copies of the foregoing schedule and copies shall be kept at all terminal and Division stations easily accessible to trainmen.

ART. 24. All schedules, rules and regulations in conflict with these, now adopted, are void.

W. G. COLLINS,
General Superintendent.

Approved:
A. J. EARLING, General Manager.

CHICAGO, MILWAUKEE & ST. PAUL RAILWAY CO.

General Superintendent's Office.

MILWAUKEE, January 19th, 1891.

TO CONDUCTORS AND BRAKEMEN:

The following changes in the schedule adopted December 28th, 1890, will be made, taking effect January 28th, 1891:

ARTICLE 2, Section 2 will be changed to read as follows:

Ten hours or less, when less time is required to make one hundred miles, on freight trains, will constitute one day.

Section 3, reading: "Twelve hours or less, when less time is required to make one hundred miles, on through freight trains will constitute one day," is canceled.

Section 7 will be changed to read as follows:

"On branch lines where the regular run is less than one hundred miles, over-time will be allowed when more than ten hours are consumed in making the run and doing the necessary switching, at the rates in existence prior to December 28th, 1890."

ARTICLE 7 will be changed to read as follows:

"When trainmen are required to switch at terminal stations over one hour, where switch engines are regularly employed, they shall receive compensation for such service at road rates, viz: Ten miles per hour, no allowance to be made for less than one hour. At terminals where switch engines are not regularly employed, no time will be allowed for switching, unless the time consumed in doing the necessary switching and making a run of one hundred miles exceeds ten hours. All time in excess of ten hours, in such cases, will be paid for at road rates, viz: Ten miles per hour."

ARTICLE 14 will be changed to read as follows:

"Actual mileage shall be allowed for doubling hills, provided trains are thereby delayed over ten hours in making a run of one hundred miles. No allowance will be made for doubling hills, as above, on runs of ninety miles or less."

W. G. COLLINS,
General Superintendent.

CHESAPEAKE & OHIO RAILWAY CO.

SCHEDULE OF PAY AGREED UPON BETWEEN THE TRAINMEN AND OFFICERS OF THE CHESAPEAKE & OHIO RAILWAY COMPANY, TO TAKE EFFECT AUGUST 1ST, 1890.

1. Conductors running through passenger trains shall be paid $112 per month; and local passenger trains $107 per month, when performing their regular trips; when called upon for additional service to be paid extra. Conductors running the Lexington Branch train to be paid $90 per month.

2. Conductors running through freight trains shall be paid as follows:

	MILES.	AMOUNT.		MILES.	AMOUNT.
Covington to Russell	139	$4 00	Clifton Forge to Allegheny and return	60	$2 70
Russell to Maysville and return	156	4 50	Clifton Forge to Gladstone	111	3 15
Russell to Cannelton	97	3 00	Clifton Forge to Lynchburg and return	168	4 75
Huntington to Cannelton	76	2 40	Gladstone to Richmond	119	3 30
Huntington to Lewis and return	74	2 40	Clifton Forge to Charlottesville	96	2 90
Russell to Lewis and return	114	3 20	Charlottesville to Richmond	96	2 80
Cannelton to Hinton	70	2 25	Richmond to Newport News	75	2 40
Cannelton to Sewell and return	62	2 50	Clifton Forge to Bell's Valley and return (regular run)	56	2 90
Hinton to Sewell, Riverview or Quinnamont and return	78	2 50	Clifton Forge to Goshen and return, six hours or less	46	1 45
Hinton to Clifton Forge	80	2 70			

3. Conductors running local freights shall receive $85 per month, or on that basis if they work less than a full month, except on the Piedmont

District, Richmond Division, where the pay shall be $3.35 per trip; and the Lynchburg and Scottsville run, where the pay shall be $80 per month.

4. Freight Brakemen to receive two-thirds of Conductors' pay, except where it shall cause a reduction, in which case the present pay shall govern.

5. When a crew has served twelve hours, counting one hour after being called, Conductors and Brakemen shall receive 25 and 15 cents respectively per hour, for the time delayed.

6. When a passenger or freight crew is temporarily assigned to work, excursion, circus or wreck-train service, they shall be paid $3 and $2 respectively for Conductors and Brakemen; twelve hours or less to constitute a day's work.

7. Conductors and Brakemen ordered on duty, by person in authority to be ready at a certain time, and the train is not run, shall be paid for the time held on duty at the rate of $3 and $2 per day, respectively, and stand first out.

8. Conductors and Brakemen attending court shall be allowed $3 and $2 per day, respectively, while absent, and $1 per day for living expenses; and all necessary railroad fare or carriage hire shall be paid.

9. Conductors and Brakemen ordered to dead-head on passenger trains shall be allowed half pay; when dead-heading on caboose by order, shall be allowed full pay. Conductors and Brakemen on light trains shall be allowed full pay.

10. If a Conductor is suspended he will be given a hearing within seven days and will be notified promptly of the result of the investigation; and if found innocent, will be allowed half pay for the time lost. If he so desires, he may select a Conductor running on the same District to be present. If he considers the punishment unjust, he will have a right to appeal to the General Superintendent, through the Superintendent, the appeal to be acted upon promptly.

11. Freight Conductors will, wherever practicable, be assigned to Divisions, and run first in first out in the service to which they are assigned. The right to regular runs and promotions will be governed by merit, ability and seniority. Other things being equal, the Conductor who has served the longest on any Division of the road will have the preference of runs on that Division.

12. Callers will be provided with books for the men to sign at the hour called and what hour they shall report for duty.

13. No Conductor will be censured or discharged for serving on this or any other committee.

14. For runs not provided for in this schedule, when Conductors are on duty six hours or less they will be allowed one-half day; over six hours a full day at the through freight rate on the District upon which they run.

15. In case of difference of opinion as to the construction of this agreement which may arise between the Conductors and Division Officers, a written statement of the question at issue must be submitted by the Conductors to the General Superintendent, through the Superintendent, for his consideration. For the Chesapeake & Ohio Railway Co.

G. W. STEPHENS, General Superintendent.
C. E. DOYLE, Superintendent.
J. M. GILL, Assistant Superintendent.

For the employes,
T. H. WALL,
J. Z. GLASS,
W. QUINLAN,
W. T. CRAWFORD,
Representing Cincinnati Division.
P. B. TARDY,
J. T. DUKE,
Huntington Division.
C. H. SPENCER,
W. PALMER,
J. W. SHEELER,
Richmond and Pen. Divisions.
J. G. WOODFORD,
J. L. SHAW,
James River Division.

CENTRAL RAILROAD AND BANKING CO., OF GEORGIA.

The following is the scale of wages paid on S. and W. Divisions of Central Railroad and Banking Co. of Georgia.

Passenger Conductors, $100 per month; Local Freight Conductors, $85 per month; Through Freight Conductors, $75 per month; Freight Flagmen, $45 per month: Baggagemasters, $1.75 per day; Passenger Porters, first, $1.25 per day; Passenger Porters, second, $1 per day; Freight Brakemen, first, $1.25 per day; Freight Brakemen, second, $1.15 per day; General Yardmaster, $125 per month; Assistant Yardmaster, $75 per month; Night Yardmaster, $90 per month; Foremen, $60 per month; Night Couplers, $50 per month; Day Couplers, $45 per month; Switchmen, $1.25 per day.

DULUTH & IRON RANGE RAILROAD CO.

Office of General Superintendent.

TWO HARBORS, Minn., August 1st, 1890.

TRAINMEN'S SCHEDULE.

On and after this date the pay of trainmen will be as follows:

Conductors on passenger trains, $90 for twenty-six days; Brakemen on passenger trains, $52 for twenty-six days.

Conductors on local freight trains, 2¾ cents per mile; Brakemen on local freight trains, 2 cents per mile.

Conductors on ore trains, 2¾ cents per mile; Brakemen on ore trains, 2 cents per mile.

Conductors on work trains, 3¼ cents per mile; Brakemen on work trains, 2¼ cents per mile.

One hundred miles or less, except on passenger trains, constitutes a day for regular trains, unless otherwise provided.

Work and other irregular trains, twelve hours for a day.

One hundred and thirty miles allowed on the Tower and Ely run for twelve hours; over-time at the rate of ten miles per hour.

Five miles extra will be allowed freight and ore trains for each hill doubled.

Switching at terminal stations, outside of schedule time, will be paid for the same as over-time for one hour or more.

Over-time allowed when train is one hour or more late, as per schedule arriving time at end of trip.

On work and other irregular trains over-time will commence after twelve hours.

In computing over-time thirty minutes or over will be counted as an hour: less than thirty minutes not counted.

Cases not provided for in this schedule will be adjusted according to to the circumstances.

J. L. GREATSINGER,
[SIGNED.] General Superintendent.

THE DENVER & RIO GRANDE RAILROAD COMPANY.

Office of General Manager.---General Order No. 67.

DENVER, COL., June 17, 1890.

SCHEDULES OF WAGES FOR TRAINMEN.

The following regulations and schedules, adopted May 1, 1890, are published for the information of all concerned:

SCHEDULES.

1. Regular runs and rates of pay therefor, shall be designated in printed schedules, based upon a monthly rate, and adjusted to mileage grades, and other characteristics.

MILEAGE.

2. Unassigned freight runs shall be *based on mileage and monthly rate of assigned runs*, first in, first out.

DAY'S WORK.

3. When employed in switching, with snow plows, flangers, pile-drivers, construction trains, rock trains, and other work trains, eight to twelve hours shall constitute a day's work. Hours employed exceeding twelve, or less than eight, will be paid at the rate of 35 cents per hour for Conductors, and 25 cents per hour for Brakemen. One-half day will be allowed for five hours or less. In computing over-time, fractions less than half an hour will not be counted; thirty minutes or more will be counted as one hour. Time will be computed for freight train service, from the hour of starting on the run to time of arrival at terminus.

REGULAR RUNS.

4. For regular freight, mixed or extra freight trains, eight to ten hours will constitute a day's work, except with trains the schedule time of which, between terminals, exceeds ten hours. Delays after the first hour, when caused by wrecks or other obstructions, will be allowed as over-time, at the rate of 35 cents per hour for Conductors, and 25 cents per hour for Brakemen.

EXTRA RUNS.

5. Time for extra freight trains will be computed as for regular trains in same service: viz: If in local work, the time will be same as for local trains of that district; if through trains, the time will be computed as for regular through trains. One-half pay will be allowed for five hours or less.

LIGHT RUNS.

6. Allowance for light runs, with engine and caboose, will be made at the regular rate for freight train service.

OTHER SERVICE.

7. For Trainmen sent over the road on Company business, (other than to equalize crews) daily rate will apply; allowing one day for each 24 hours, and proportionately for more or less. When dead-heading on other trains, with or without caboose, one-half the regular rate will be allowed; dead-head crews to take turn out ahead of crew in charge of train; provided, both crews are assigned to same runs, or are employed on unassigned runs.

FREIGHT CREWS ON PASSENGER AND SPECIAL TRAINS.

8. Trainmen taken from regular freight runs, temporarily, for service on passenger or special trains will be allowed the same compensation (as near as can be computed, in time), as they would have earned on their regular runs; provided, time made on passenger or special train amounts to less than that of the regular freight run.

PORTERS.

9. Train Porters shall receive 60 per cent of Brakemen's pay.

CALLED FOR SERVICE.

10. In case Trainmen are called to report for duty, and their services are not required, on account of the abandonment of the train, or for any other cause, they shall stand first out on unassigned runs, and shall be paid for one-half day's service; provided, they are not used for other service within ten hours; if used for service within ten hours, they shall be paid on over-time basis, of 35 and 25 cents per hour, for actual time held in waiting on previous call.

REPORTING TIME AND OVER-TIME.

11. Trainmen are required to report time and over-time claimed on the regular form (No. 3,920), and will be particular to state when, where, and how long delayed, cause of each delay, and any other particulars necessary to a clear understanding of the claim.

RUNS NOT PROVIDED FOR.

12. Allowance for short, extra or special and other runs not provided for in schedules, and for extraordinary delays, will be made by Superintendents on a fair and equitable basis, consistent with the general plan herein given.

MAXIMUM PAY.

13. As a rule, the maximum pay allowed for any one month, shall not exceed for Conductors, $150; for Brakemen, $100; this for the reason that the mileage and hours of labor necessary to exceed these amounts, would render the efficiency of the Trainmen, and the safety of life and property doubtful. Trainmen will not be required to go out when they claim to need rest, but are expected to give timely notice, and to take their rest at district terminals.

CALLING.

14. Trainmen shall be called for duty at district terminals, where callers are maintained, by the regular caller, one hour, (as near as practicable) before they are required to start with their trains. The Caller will be provided with a book giving the names of the crew, and the number of the train for which they are wanted, in which Trainmen must sign their names and enter the time of call.

PROMOTION.

15. In making promotions, Superintendents will consider seniority of service, and, everything else being equal, those longest in the service shall have preference. When a reduction in force becomes necessary, those retained shall be of those longest in the service, i. e., as between those equally honest, sober and capable; but seniority is not to be made a cover for short-comings of any kind, or to prevent the Company from securing the best attainable service. Conductors acting temporarily as Brakemen shall, when reinstated, be considered as having served continuously as Conductors.

S. T. SMITH,
General Manager.

SCHEDULE OF PAY FOR CONDUCTORS AND BRAKEMEN, D. & R. G. R. R.

First Division.

DISTRICT.	BETWEEN	AND	CLASS.	BASIS OF PAY. No. of Trips.	Miles Per Month.	Amount.	Per Mile Cents.	Time Card Mileage.	Conductr's Trip rate.	Conductr's Month rate.	Brakem'n Trip rate.	Brakem'n Month rate.	REMARKS.
1st and 2d	Denver	Canon City and Salida	Pass.	25.7	5088		2.36 1.41	160.6 216.5		$120 00		$72 00	Trains 1,2,3,4,11,12. Seven reg. crews and 5 swing brakem'n.
	Denver	Canon City and Salida	Pass.	24	5196		1.38	173.2				72 00	Flagmen on Nos. 1, 2, 3, 4.
1st and 3d	Denver	Pueblo and Trinidad	Pass.	30	4498		2.67 1.60	120 211		120 00		72 00	Trains 5, 6, 7, 8, 9, 10. 6 crews
1st	Denver	Ft. Logan and Littleton	Pass.	232	3503		3.28 2.00	116.8		115 00		70 00	Suburban Trains. One crew assigned. Daily.
1st	Col. Sprgs.	Manitou	Pass.	420	2184		4.81 3.20	72.8		105 00		70 00	One crew. Daily.
1st and 2d	Denver	Salida	Fast Freig't	20	4330		2.77 1.73	216.5	$6 00	120 00	$3 75	75 00	3 crews assigned. Over-time for extraordinary delays.
1st and 3d	Denver	Trinidad	Thro' Freig't	20	4212		2.83 1.78	211	6 00	120 00	3 75	75 00	3 crews assigned. Over-time for extraordinary delays.
1st	Denver	Pueblo	Freig't (local)	26	3120		3.20 2.13	120		115 00		75 66	Local. 2 crews assigned. Includes Sunday lay-over. Over-time for extraordinary delays.
1st	Denver	Dougl's Quarry	Freig't (local)	26	1950		5.12 3.42	Doub'e 75		100 00		66 00	1 crew assigned. Allowed Sunday lay-over.
2d	Pueblo	Salida	Freig't (local)				3.97 2.68	97	3 85		2 60		
2d	Pueblo	Canon City and return	Freig't	26	2132		4.69 3.17	Doub'e 82	3 85		2 60		S. G. Local.
2d	Pueblo	Salida	Freig't				3.97 2.68	97	3 85		2 60		Swing crews.
1st	Denver	Pueblo	Freig't				3.47 2.29	120	4 17		2 75		Swing crews.

SCHEDULE OF PAY FOR CONDUCTORS AND BRAKEMEN, D. & R. G. R. R.

First Division--Continued.

DISTRICT.	BETWEEN	AND	CLASS.	BASIS OF PAY. No. of Trips.	Miles Per Month.	Amount.	Per Mile Cents.	Time Card Mileage.	Conduct'rs Trip rate.	Conduct'rs Month rate.	Brakem'n Trip rate.	Brakem'n Month rate.	REMARKS.
2d	Canon City	Salida & return	Freight				3.84 2.50	Doub'e 112	$4 30		$2 80		Trains divided at Canon City
2d	Florence	Coal Creek	F. & P.	56	330		30.30 20.20	12		$100 00		$66 66	Extra trips are calculated in days, of 12 hours, at the end of the month.
3d	Pueblo	La Veta	Freight	30	2139		4.70 3.30	71.3	3 35		2 35		Two crews.
3d	Pueblo	Rouse El Moro Trinidad					5.30 3.72 3.86 2.71 3.68 2.58	63.2 86.7 91	3 35		2 35		All points same rate. 35c and 25c per hour for switching at Rouse Mines.
3d	Rouse	Rouse Jct. & Santa Clara	Freight							110 00		75 00	12 hrs per day and overtime. 26 days per month.
4th	Cuhara	Walsen and Picton	Freight							100 00		66 66	12 hrs per day and overtime. Sunday lay-over.
All Districts			Work, Wrecking, Flangers, Snow Plows, & Pile Drivers							110 00		75 00	12 hrs per day and overtime.
1st	Col. Sprngs	Manitou	Freight							100 00		66 66	12 hrs per day and overtime. Col. Springs switching crew.

SCHEDULE OF PAY FOR CONDUCTORS AND BRAKEMEN, D. & R. G. R. R.

Second Division.

DISTRICT	BETWEEN	AND	CLASS.	BASIS OF PAY. No. of Trips.	Miles Per Month.	Amount.	Per Mile Cents.	Time Card Mileage.	Conduct'rs Trip rate.	Conduct'rs Month rate.	Brakem'n Trip rate.	Brakem'n Month rate.	REMARKS.
1st and 2d	Salida	Aspen	Pass.	20	3934		3.05 1.82	197		$120 00		$72 00	Nos. 203 and 204. Three crews daily. Assigned.
1st	Salida	Leadville	F. & P.	40	2440		4.71 3.07	61		115 00		75 00	Three crews assigned. Four regular trains daily.
Branch	Leadville	Dillon & return	F. & P.	26	1872		5.35 4.03	Doub'e 72	$3 85		$2 90		One crew assigned. Daily except Sunday.
Branch	Glenwood	Rifle and ret'rn	F. & P.	26	1378		7.26 5.45	Doub'e 53	3 85		2 90		Including switching at Glenwood and Rifle Creek. One crew assigned.
1st	Salida	Leadville	Freight	40	2440		4.1 3.0	61	2 50		1 85		.....
2d	Leadville	Aspen	F. & P. or Freight	20	2800		4.28 2.86	140	6 00		4 00		Three crews assigned. No allowance for short doubles.
2d	Leadville	Glenwood	F. & P. or Freight				3.85 2.9	100	3 85		2 90		Regular crews assigned. No allowance for short doubles.
2d	Leadville	Red Cliff and return	F. & P.	26	1690		6.51 4.43	Doub'e 65		110 00		75 00	1 crew assgd. Daily if required
2d	Glenwood	Aspen & return	F. & P. or Freight				4.70 3.53	Doub'e 82	3 85		2 90		Regular crews assigned. Daily
Branch	Salida	Calumet and return	Freight				12.5 9.37	Doub'e 32	4 00		3 00		Including doubling.
All	All		Work, Flang'r Special Pass.							110 00		75 00	Twelve hours per day's work Over-time allowed.

SCHEDULE OF PAY FOR CONDUCTORS AND BRAKEMEN, D. & R. G. R. R.

Third Division.

DISTRICT.	BETWEEN	AND	CLASS.	BASIS OF PAY. No. of Trips.	Miles Per Month.	Amount.	Per Mile Cents.	Time Card Mileage.	Conduct'rs Trip rate.	Conduct'rs Month rate.	Brakem'n Trip rate.	Brakem'n Month rate.	REMARKS.
1st and 2d	Salida	Gr. Junction.	Pass.	24	5006		2.39 1.49	208.7	$5 00	$120 00	3 12½	$75 00	Nos. 1, 2, 3, 4. Five crews assigned. Daily.
1st	Salida	Sargent and return.	Pass.	26	1924		4.73	Doub'e 74			3 50		.....
2d	Cimarron	Montrose and return.	Freight	30	1350		8.59 5.55	Doub'e 45		115 00		75 00	Hill extra. One crew assigned.
Branch	Montrose	Ouray & return.	F. & P.	26	1872		5.34 4.	Doub'e 72		105 00		75 00	Including doubling and switching; overtime being allowed. Daily ex'pt Sunday
Branch	Montrose	Ouray & return.	Freight	26	1872		5.34 4.	Doub'e 72		105 00		75 00	Including doubling and switching. Daily except Sunday. Overtime allowed.
Branch	Montrose	Ouray & return.	Pass.	30	2160		5.09 3.47	Doub'e 72		110 00		75 00	Including switching. Daily.
Branch	Sapinero	Lake City and return.	F. & P.	26	1908		5.24 3.94	Doub'e 73		100 00		75 00	1 crew assgnd. Daily expt Sun.
Branch	Gunnison	Cr. Butte and return.	F. & P.	30 to 39	1680 2184		6. & 4.5 4.5 3.4	Doub'e 56	trps ov'r 39 3 85	100	trps ov'r 39 2 90	75	Regular crew 1½ trips per day. 1 crew assigned. Over 39 trips $3.85 and $2.90. Main line crews paid at the same rate as regular crew.
Branch	Salida	Monarch and return.	F. & P.	26	1040		9.61 7.12	Doub'e 40		100 00	2 85		1 crew assgd. Daily if required
Branch	Salida	Hot Springs and return.	F. & P.	26	2028		4.93 3.65	Doub'e 78		100 00	2 85		1 crew assgd. Daily if required
1st	Salida	Gunnison.	Freight	28	2072		4.82 3.92	74	3 57		2 90		.....
2d	Gr. Junct.	Gunnison.	Freight	22	2970		3.37 2.55	135	4 55		3 45		.....
Branch	Gunnison	Aberdeen and return.	Freight				7.38 5.26	Doub'e 19	1 40		1 00		.....
1st	Salida	Sargent and return.	Freight				4.88 4.12	Doub'e 85	4 15		3 50		.....
			Ex Pass										

SCHEDULE OF PAY FOR CONDUCTORS AND BRAKEMEN, D. & R. G. R. R.

Fourth Division.

District	BETWEEN	AND	CLASS	BASIS OF PAY. No. of Trips.	Miles Per Month.	Amount.	Per Mile Cents.	Time Card Mileage.	Conduct'rs Trip rate.	Conduct'rs Month rate.	Brakem'n Trip rate.	Brakem'n Month rate.	REMARKS.
1st	La Veta	Alamosa	Freig't		as'gd					$115 00		$75 00	.....
2d	Alamosa	Chama	Freig't	26	2400	$100	4.17	93	$3 85		$2 55		First in, first out. 2 crews assigned.
2d	Alamosa	Chama	Freig't	26	2400	66	2.75	93			2 55		First in, first out. 2 crews assigned.
3d	Chama	Durango	Freig't	26	2800	100	3.59	107	3 85				First in, first out. 2 crews assigned.
	Chama	Durango	Freig't	26	2800	66	2.37	107			2 55		First in, first out. 2 crews assigned.
Branch	Durango	Silverton	F. & P.		as'gd			Single 45 Doub'e 90		120 00		75 00	Daily, if necessary. 1 crew assigned.
Branch	Antonito	Espanola Santa Fe	F. & P.		as'gd			Espanola 92 S. Fe 128		105 00		70 00	Daily, if necessary. 2 crews assigned.
	Cuchara	Del Norte, W. W. Gap and Durango	Pass. and F. & P.		as'gd					120 00		72 00	Three crews assigned.
	Work Trains, Flangers, etc.									110 00		75 00	Twelve hours per day. Over-time, 35c and 25c.

Over-time to be allowed at rate of 35 cents per hour for Conductors; Brakemen, 25 cents per hour.

THE DENVER & RIO GRANDE RAILROAD COMPANY.

Office of General Manager.

DENVER, COL., July 12, 1890.

MESSRS. J. D. HOGSETT, GEO. A. TAYLOR, A. MOBLEY, General Grievance Committee, Brotherhood of Railroad Trainmen, Denver, Col.

GENTLEMEN—

I have given careful attention to the grievances submitted in your communication of the 10th, inst., numbered from 1 to 7 inclusive, and reading as follows:

DENVER, COL., July 10, 1890.

MR. S. T. SMITH, General Manager D. & R. G. R. R., Denver, Col.

DEAR SIR—

1. We, the Trainmen employed on the D. & R. G. R. R., and members of the Brotherhood of Railroad Trainmen, desire to call your attention to the fact, that the schedule issued by you on June 17, 1890, we find upon examination is a reduction of wages on all divisions and districts of your railroad, and we believe that the old schedule was a fair compensation for services rendered, and we request a continuance of the same, except on all assigned runs; that the Brakemen are entitled to a corresponding raise of wages in accordance with Conductor's scale.

2. We believe that all Brakemen are entitled to courteous treatment from subordinate officials, at all times, and whenever called upon to do committee work, that we are entitled to leave of absence and transportation to attend to the same, which has not been accorded us in the past. In calling your attention to this fact, we most earnestly request that you give this matter the attention it merits.

3. That we are not satisfied with the verdict rendered in the case of Brother D. Johnston, and we earnestly request that you reconsider the same, and reinstate him to his former position as a Conductor.

4. That we believe, that whenever it becomes necessary to suspend or discharge a Trainman, that he is entitled to a copy of the charges against him, and an investigation, within five days, and the right of all witnesses to be heard in his behalf. If on investigation the charges are not sustained, the accused should be exonerated and receive full pay for all time lost, pending investigation, but should his case warrant suspension, the same should date back from the time he was first suspended.

5. We believe that all Trainmen are entitled to promotion according to age and ability, the same to be determined by a fair and impartial examination by the proper officials, and we request that in no case shall any impartiality be shown, as in the case of Mr. E. B. Taylor.

6. We further request that in case an understanding is reached, hat the same shall be in writing and furnished all subordinate officials, nd this committee, and sufficient numbers for distribution among the 'rainmen interested.

7. Whenever it becomes necessary to dead-head a crew, that full ime shall be paid for the same.

Mr. S. T. Smith, in presenting these grievances to you, we believe hat they are just in every particular, and are presented in the best of pirit, and we hope that they will be received by you in the same manner.

Yours Respectfully,

A. MOBLEY,
GEO. A. TAYLOR,
J. D. HOGSETT,
Committee.

I have also duly considered the grievances presented verbally at our onference of yesterday and to-day, which, for convenient reference, have een numbered 8 to 13 inclusive, and reduced to writing read as follows:

8. Third District, First Division formerly received $5 for round trip etween Pueblo and Coal Mines and 25 cents per hour for switching. 'here is no cut for switching or delayed time on the present schedule, ut regular rate is $4.70, a cut of 30 cents per round trip.

9. Present schedule provides for no delayed time unless on the road nore than 10 hours; old schedule allowed for delayed time after the rst hour above the length of schedule run.

10. The Rouse Mine Run, which includes Santa Clara, pays Conuctor, $110; Brakeman $75. The Walsen-Picton run pays Conductor, 100; Brakemen, $66; with a Sunday lay-over.

(1.) Is the crew allowed for Sunday work extra pay at the above ates on Walsen-Picton Run?

(2.) Why should not the Picton Run pay the same as the Rouse branch, it being claimed that the Rouse Run is easier than the Picton?

11. Main line crews running to Crested Butte get $2 for Crested butte run, while they would have been paid $5.80 for Gunnison-Salida ound trip. Claimed that $3 should be allowed for the Crested Butte un instead of $2, which would be 10 cents more than single trip run to alida.

12. Hill crew on Cerro Hill. The district is Cimarron to Montrose; requently obliged to run to Gunnison (off the district), but no extra me is allowed for this run. Claimed that when sent off the regular istrict they should be allowed road pay.

13. Local runs between Pueblo and Salida formerly received $2.60 er day for 26 days work. Brakemen want $75 for 13 round trips, be-

cause they have a lay over on Sunday and cannot make as much on this run as they can on others. Claimed that it was hard to keep men on this run on this account. Formerly received $5.30 per round trip; now receive $5.20."

Making written reply to the foregoing in rotation, and confirming my verbal reply and explanations of same would say.

1. That printed schedules of Trainmen's wages have been issued as follows:

No. 1, taking effect November 1, 1887.
No. 2, taking effect February 1, 1888.
No. 3, taking effect May 1, 1890.

The latter is the schedule issued under date of June 17, 1890, and referred to in your communication.

Upon a careful examination and comparison of these schedules it is found that the operation of the new schedule last referred to in no single instance produces a reduction of pay, but on the contrary in many instances a material increase of pay is conceded. The adopted rule for adjusting pay of Brakemen provides that they shall receive 60 per cent of Conductor's wages, but in computing the schedules on the assigned runs the pay of Brakemen was erroneously entered at $75 instead of $69 (or 60 per cent of $115 per month paid to Conductors at that time.) On March 1 the pay of Conductors on assigned runs was raised to $120 per month, and accordingly under this change in rate the pay of Brakemen should have been 60 per cent of $120, or $72 per month, but in view of the fact that Brakemen had been receiving $75 per month it was decided not to make a change, although the monthly pay for Brakemen was really $3 in excess of what they were rightfully entitled to. In view of these facts it would appear that your claim (No. 1) must have been made under a misapprehension of fact.

2. Your claim that Brakemen are entitled to courteous treatment from subordinate officials is entirely in accord with the views of the management, and the adopted rules on that subject which provide that "all employes are required to be polite and considerate in their intercourse with the public and with each other;" and it has been the rule and practice that all members of Grievance Committees whether general or local, are entitled to leave of absence and transportation over the lines of this Company upon making application to Superintendents of the proper heads of department.

3. In regard to the case of Conductor David Johnston, as fully explained at our interview, the cause of his dismissal was for making incorrect statements concerning Brakemen R. T. Barstow, thereby doing him a great injustice, resulting in his discharge from the service of the Company. It was afterwards claimed by a Committee for the Brother-

ood of Railroad Conductors that Barstow had been unjustly discharged, id at the investigation of the case of the Grievance Committee pre-nted a letter written by Conductor Johnston stating in substance that ie had never had occasion to find fault with Brakeman Barstow about s work or conduct, but on the contrary he had always found him rictly faithful and reliable in the performance of his duties as a Train-an." This letter, in connection with his letter to Superintendent dgway stating that Barstow was unsatisfactory and caused him so ich trouble that at times he thought of making a request to be trans-rred where he could work with some other crew, was submitted by the mmittee as evidence that Barstow had been unjustly discharged, iereupon an order was issued to reinstate Barstow, allowing him for st time from date of dismissal to date of reinstatement, and for the scharge of Conductor Johnston for making the false and contradictory atements concerning Brakeman Barstow. In view of the facts in the ise herein set forth, and more fully explained during our recent inter-ew, I cannot see my way clear to issue an order reinstating him as onductor, but in view of the representations made by your Committee his behalf, and his previous satisfactory service, it has been ordered iat all objections to his being re-employed shall be withdrawn. This elieves Conductor Johnston from any odium or prejudice resulting from ie offence for which he was discharged, placing him in as good stand-ig as he was before the offence was committed.

4. In regard to the suspension and discharge of Trainmen and in-estigation of the charges against them, the plan suggested in your communication is in accord with the rules and the practice which is ipplied to all departments of the Company's service.

5. Article 15 of the printed schedule, as set forth in General Order No. 67 of June 17, seems to be in strict accord with your request, and reads as follows:

"In making promotions, Superintendents will consider seniority of service, and everything else being equal, those longest in the service shall have preference. When a reduction in force becomes necessary, those retained shall be of those longest in the service, i. e., as between those equally honest, sober and capable; but seniority is not to be made a cover for short-comings of any kind, or to prevent the Company from securing the best attainable service. Conductors acting temporarily as Brakemen shall, when reinstated, be considered as having served continuously as Conductors."

6. Printed schedules for Trainmen, as published in General Order No. 67 of June 17, 1890, are furnished to Superintendents of Divisions for their information and distribution to employes and others concerned, and copies will be furnished upon application, and in compliance with

your request printed copies of this communication will in like manner be placed in the hands of Superintendents for distribution to all concerned.

DEAD-HEADING.

7. It is found upon comparison of schedules that there is no change from those of previous dates, but through error full time has been allowed to Brakemen running over Marshall Pass. In view of the fact that this error was not corrected at the outset the allowance may be continued for Brakemen running between Gunnison and Salida until further notice, but with the understanding that the concession is not to be presented as a precedent in claiming full time on other runs.

ROUND TRIP RATES BETWEEN PUEBLO AND THE COAL MINES.

8. The claim that Brakemen formerly received $5 for this run is evidently made in error. The allowance for this run on the present schedule is the same as given in the previous schedule, i. e., $4.70 per round trip instead of $5 as claimed.

DELAYED TIME.

9. By comparison it is found that the regulations governing delayed time by schedule of June 17, 1890, is in exact accord with those of previous schedules, but upon representation by the Committee that the schedule has not been strictly followed on the Marshall Pass run it is agreed that the arrangement may be continued with the understanding that it shall not be applied to runs on any other portion of the road.

ROUSE, WALSEN AND PICTON COAL RUNS.

10. The schedule provides for larger pay on the Rouse run than on the Walsen and Picton runs, this for the reason that the Rouse run is longer, grades heavier and crews required to live in cabooses, while on the Walsen and Picton runs the crews tie up at night at the town of Walsen, and as a rule have a Sunday lay-over. The claim that the Rouse run is more desirable than the Walsen and Picton runs is not sustained, but as there appears to be a difference of opinion on the subject, upon the suggestion of Mr. S. E. Wilkinson, Grand Master of the Railroad Trainmen's Association, the following change in rate is made:

Picton and Walsen runs, for Conductors $105, and for Brakemen $70.83 per month.

CRESTED BUTTE BRANCH.

11. In order to equalize pay of main line crews running temporarily on Crested Butte Branch, it is ordered that the present schedule be changed, as follows:

When main line crew is required to make the run to Crested Butte and cannot return to Gunnison in time to take their regular run on main line they shall be allowed $2.90 for the trip, and stand first out of

Gunnison on their regular district, but if the trip to Crested Butte shall not interfere with their taking their regular turn out on main line they shall be allowed $2 for the trip.

CERRO HILL CREWS.

12. When regular crews are assigned to Cerro Hill work at monthly rates they shall, when taken off for extra trips to Gunnison, or other runs, be allowed regular schedule rates of pay for such districts, subject to regulations as to over-time given in section 4 of the printed schedule.

LOCAL RUNS BETWEEN PUEBLO AND SALIDA.

13. The claim made by the Committee as to this run is evidently made under misapprehension of fact. The rate in the present schedule is $5.20 per round trip, and it was the same in two previous schedules, but as a matter of concession, and at the request of Mr. Wilkinson and the Committee, the pay of Brakemen on these runs will be increased from $67.60 to $70 per month for 26 days, or 13 round trips.

Yours truly,
S. T. SMITH, General Manager.

ILLINOIS CENTRAL RAILROAD COMPANY.

Office of General Superintendent.

CHICAGO, ILL.

The following agreed schedule of wages and rules of employment will govern Trainmen in passenger and freight service on the Illinois Central Railroad from October 1, 1890:

1. PASSENGER SERVICE.

CLASS OF TRAIN.	RANK.	4,000 Miles or Less on Regular Runs Per Calendar Mo.	Over 4,000 to 6,000 Miles Per Calendar Month.
Through	Conductors	$100 00	$100 00
	Baggagemen	55 00	60 00
	Brakemen	50 00	55 00
	Train Porters	30 00	35 00
Local or Branch	Conductors	90 00	100 00
	Baggagemen	50 00	55 00
	Brakemen	45 00	50 00
	Train Porters	30 00	35 00

2. For mileage made by Passenger Crews in excess of 6,000 miles per calendar month, extra compensation at the rate for maximum mileage will be allowed.

3. Passenger Crews assigned to regular runs failing to make full month will be paid pro-rata for service performed.

4. Freight Crews running extra passenger, and making less than 4,000 passenger miles, will be paid pro-rata at passenger rates on the basis of 4,000 miles per month for the class of service performed. In excess of 4,000 passenger miles per month, or when a full month is made on a regular run, full passenger rates for such run will be paid.

5. When extra crews make miscellaneous passenger mileage they will be paid for all the mileage made during the month, on basis of the class of mileage which predominates.

6. When through and local passenger runs are pooled and passenger crews run around in turn, the classification of the pooled runs will be determined by the class of train which contributes the greater portion of the mileage, and all crews will receive alike the rates of pay for that service.

7. Through passenger trains will comprise those runs which have a continuous schedule over more than one division, and change crews at division points. Trains scheduled on one division, and run through by the same crew, are local passenger trains.

8. Pay car and special runs will be classed as local.

9. It is the intention that no unreasonable service in making extra mileage shall be exacted under this schedule from Passenger Crews on regular assigned runs.

10. FREIGHT SERVICE.

CLASS.	RANK.	RATE.	
		PER MILE.	OVER-TIME.
Irregular Freight Run	Conductors.....	3 Cents.	10 Miles Per Hour.
	Brakemen.....	2 Cents.	10 Miles Per Hour.
		PER MONTH.	
Local Freight and Mixed Trains....	Conductors.....	$90 00	30 Cents Per Hour.
	Brakemen.....	60 00	20 Cents Per Hour.
Work Trains.....	Conductors.....	90 00	25 Cents Per Hour.
	Brakemen.....	55 00	15 Cents Per Hour.

☞Colored Brakemen on lines South of the Ohio river will be paid fifteen (15) per cent less than white Brakemen.

11. There shall be two grades of Freight Conductors and Brakemen. For the first year's service ten per cent less that the established rates will be paid. After one year's service full rates, as provided in this schedule will be paid.

To Freight Conductors promoted after October 1, 1890, a refund will be made of the ten per cent reduction from full rates on the last six months of their first year of actual service as Conductors, provided they render faithful and efficient service, have clear record, and prove themselves reliable, competent men; such refund to be made at the termina-

tion of the year's service. Experienced Conductors and Brakemen employed from other roads will receive full rates of pay.

12. The actual number of days in any calendar month of twelve hours per day, exclusive of Sundays, will constitute a month's work for that month in local and mixed freight or work train service, except on those local freight runs to which three crews are assigned. On local freight runs having three regular crews, four single trips per week over the section will constitute full time, fifteen hours being allowed for each trip. Crews assigned to regular freight runs will be paid additional at established rates for extra trips run outside of their regular work.

13. Over-time will be allowed as follows:

Crews in irregular freight service, for time on duty in excess of one hour for each 10 miles run. On local freight or mixed runs where single trip is made each working day, after 12 hours continuous service; and on such runs where four trips per week is made, after 15 hours continuous service. On local freight turn-around trips where the time consumed on the road, and in switching at the turning point, exceeds 12 hours. In work train service, after 12 hours on duty. In computing over-time, any fraction of an hour, thirty minutes or less, will not be counted; over thirty minutes will be called an hour.

14. The assignment of crews in local freight service will be made by the Division Superintendent; the number of crews on a section and the number of Brakemen in each crew to be regulated in accordance with his judgment, to meet the requirements of the service.

15. When a crew is called for a freight trip of less than 50 miles, 50 miles will be allowed; and if the time on duty exceeds 5 hours, extra time will be paid at 10 miles per hour. On straight trips exceeding 50 miles and less than 100 miles, 100 miles will be allowed, provided no other work is done within the 24 hours ensuing from the commencement of such trip. Over-time will be allowed for the time consumed on such trips in excess of 10 hours. When other work is performed within the 24 hours actual mileage for the short trip will be allowed.

16. Short turn-arounds made within 24 hours from commencement of trip where mileage is over 50 miles and less than 100 miles, will be allowed 100 miles; and where more than 100 miles actual mileage will govern. Over-time on such turn-around trips will be allowed when the time consumed on the road, and in switching at turn-aroud point, is in excess of an average speed of 10 miles per hour.

17. For light runs (engine and caboose) if six hours or less are consumed in the run, one-half mileage will be allowed; if over six hours, full mileage allowed.

18. Crews dead-heading under orders will be paid one-half their regular rates.

19. It is the intention to run crews not assigned to regular runs, first in first out, but the right is reserved to depart from this rule when the interests of the Company require it.

20. Main line Freight Trainmen at terminal stations, living within one mile of the yard, will be called for trains. The working time of Trainmen will commence from the hour train is listed to leave.

21. When freight crews are called and report for duty and for any cause the train is abandoned, they shall be paid at over-time rates for each hour so held on duty, and will stand first out.

22. Trainmen attending court at the request of the Company, if on assigned runs will be allowed full time, and in irregular service 100 miles per day, with $1 per day for expenses, if away from home.

23. The right of regular runs and to promotion will be governed by merit, ability and seniority. Everything being equal the men longest in continuous service will have preference, the Division Superintendent to be judge as to qualifications. Nothing in this article shall be construed as preventing the Company from employing experienced men from other roads, when the good of the service requires it.

24. So far as consistent with the interests of the Company, the number of crews will be kept down to correspond with the business, so that crews in irregular freight service may make 2,600 to 3,000 miles per month.

25. In event of there being a surplus of crews and it becomes necessary to reduce their number, the oldest men shall have preference in employment, except where younger men in the service are found to be more reliable and efficient, it being the intention to retain the most capable men in the service. And it is hereby understood to be the duty of Conductors to promptly file charges in writing to their superior officer against any unreliable or unsafe Brakemen who have been assigned them; and in the interest of retaining in our service the best men, it shall be the duty of such superior officer to promptly investigate, and if charges preferred are found correct, such Brakemen is not to be transferred to another crew, but promptly dismissed.

26. All schedules, rules and regulations in conflict with these now adopted are void.

(SIGNED.) A. W. SULLIVAN,
General Superintendent.

Approved.
C. A. BECK, General Manager.

For the Passenger and Freight Trainmen:
F. S. STIMSON, Chairman of Committee.

LOUISVILLE & NASHVILLE RAILWAY COMPANY.

MEMORANDUM OF AGREEMENT BETWEEN THE LOUISNILLE & NASHVILLE RAILROAD COMPANY AND THE FREIGHT CONDUCTORS ON THE MAIN STEM FIRST DIVISION AND KNOXVILLE DIVISION.

LOUISVILLE, KY., July 30, 1890.

1. Through Freight Conductors shall be paid as follows: Between Louisville and Bowling Green, on fast freights, $3.00 per trip; and on slow freights, $3.25 per trip. Knoxville Divison: 1st Division, $3.10 per trip, second Division $2.90 per trip; other runs on Knoxville Division to be figured on the same basis as rates paid Knoxville Division second division Conductors, according to the miles run.

2. Local Freight Conductors shall be paid $85.00 per month with three crews for first division Main Stem. Should they be called for other than their regular runs, they shall be paid according to the run they go out on.

3. Allowances for light runs with engine and caboose will be paid at the regular rate for freight train service.

4. At Louisville and Bowling Green conductors are to be called in the same manner as engineers. Arrangements are to be made with the superintendent as to what calling is to be done at Rowland.

5. After continuous service of sixteen hours or more, conductors shall be entitled to, and be allowed eight hours for rest before being called to go out, provided they so desire, and give notice thereof, except in case of washout, wreck or other similiar emergencies.

6. Where a conductor is taken from his run for an investigation for an alleged offense, he shall if found innocent, be paid for time lost, no punishment to be fixed without a thorough investigation, ordinarily said investigation to be held within five days from the date of removal from service.

7. All crews required to dead-head will be allowed half pay.

8. Work Train Conductors shall be paid $85.00 per month, and if called up at night for extra service, they shall receive extra pay for such time.

9. When a train arrives at a divison terminal after having consumed in making the trip more than two hours in excess of time allowed for such train by its schedule, conductors shall be allowed delayed time at the rate of thirty cents per hour for each hour or fractional part thereof in excess of such two hours. The schedule of extra trains shall, for the purpose of computing delayed time, be based on the average time of slow freight trains between same points.

10. Conductors on Louisville divisions will receive the same rate on wrecking trains as will be paid the L. C. & L. division conductor that is, Conductors on wrecking trains will receive 35 cents per hour, f actual working time, and 3 cents per mile for running mileage.

This agreement to take effect August 1, 1890.

By J. E. METCALFE, General Manager.

L. L. LUDWICK,
W. T. GRAHAM,
W. T. ASHER,
Conductor Committee.

LOUISVILLE, NEW ALBANY & CHICAGO RAILWAY CO.

THE FOLLOWING SCHEDULE OF PAY AND REGULATIONS WILL GOVERN TRAINMEN ON THE LOUISVILLE, NEW ALBANY & CHICAGO RAILROAD ON AND AFTER APRIL 1, 1891.

1. Conductors and brakemen will not be dismissed or suspended from the Company's service without just cause.

2. No Conductor or Brakeman shall be suspended or discharged without a fair and impartial investigation. In case they are found innocent, they shall be reinstated and be paid full time for lost time after three days off duty. His case shall have a thorough investigation by the proper officers of the Railroad Company, at which time he may be present, if he so desires, and may produce any witnesses he may be able to secure.

3. All employes will be regarded as in the line of promotion dependent upon the faithful discharge of duties, capacity for increased responsibility and term of service.

4. Every employe should understand that it is his duty and privilege to make written or personal appeal to his superior officers whenever by promotions or reductions or assignments, he deems an injustice has been done him. Nothing in this article shall be construed as preventing the Company from employing experienced men when the good of the service requires it.

5. It is agreed by the Company that no fine shall be imposed on any employe for loss of tools or for damage incurred to rolling stock or for stock killed or injured; employes on their part shall use their best efforts to avoid all accident, damages and losses.

6. Employes dead-heading on Company's business shall be paid actual time lost, and when necessary to leave home, hotel expenses not

to exceed two dollars per day, and traveling expenses shall be paid by the Company.

7. The present agreemeut for passenger service shall remain in force, and Passenger Brakemen or Baggemen shall not be required to couple or uncouple their engines at terminal stations except Indianapolis; this work shall be done by yardmen or car repairers when practicable.

8. Conductors and Brakemen running through freight trains will receive three (3) and two (2) cents per mile, respectively, one hundred miles or less to constitute a day's work.

9. All time consumed in making any one trip on these runs, in excess of that time necessary to complete the trip at an average rate of ten (10) miles per hour, will be paid for as over-time. In computing overtime or delayed time, no fraction of an hour less than thirty minutes shall be counted. Thirty minutes or over shall be counted one hour. Conductor shall be paid thirty cents per hour, and brakemen twenty cents for over-time.

10. So far as practicable, certan freight trains will be designated to do local work, the way freight and other local work to be put on these trains.

11. When the freight traffic is light so that the crews in service are not able to make reasonable time, crews will be taken off, beginning with the youngest until the crews left in service are enabled to make reasonable wages. Conductors temporarily suspended under these rules, will be given preference as Brakemen over younger men in the service, and will retain their rights as Conductors. They will also be again placed on their trains when the traffic requires an increase of crews.

12. Local Freight Conductors and Brakemen, running six days in a week, shall receive $3.45 and $2.30 per day, respectively. Local Freight Conductors and Brakemen on schedule runs of but four days in a week, shall receive $4.70 and $3.23 per day, respectively. Eleven hours shall constitute a day's work for local crews. Should they be called for other than their regular runs, they shall be paid according to the runs they go out on in addition to their pay as local crews. Local freight crews shall always have three Brakemen.

13. Conductors and Brakemen will be allowed to lay off on account of sickness of themselves, their family, or for other good and sufficient reason, of which the proper officer shall be the judge; provided, due notice is given proper officers so that their places may be filled with other men.

14. Conductors and Brakemen shall be required to take sufficient rest at all times.

15. In ordering crews for dead-heading, the first crew out shall run the train. The crew dead-heading shall, upon arrival at terminal station, come out ahead of the crew with which they dead-headed. Crews dead-heading under orders will be paid one-half their regular pay, full time to be allowed for light trains. Conductors shall be notified when time is not allowed as per time reports.

16. Conductors having charge of trains shall be held responsible for their safe management, and shall place their Brakemen as their best judgment shall dictate.

17. When Passenger or Freight Conductors make proper objections in writing to the Trainmaster or Division Superintendent against any Brakeman under their charge, such Brakeman shall be assigned to other duty or dismissed from the service as the circumstances may justify or warrant.

18. The rights of Conductors shall commence on the day of their promotion, and they shall have the choice of runs of which their age as Conductors entitles them; provided, they are intellectually and morally fitted for it, as per rule No. 2, of Book of Rules.

19. Employes shall not be required to pay for supplies used in the discharge of their respective duties, excepting switch keys, and charges for them shall be limited to one dollar, and for one white lantern; for each shall be charged fifty cents, such amounts to be refunded at termination of service upon return to Company of the property charged for.

20. The practice shall be that no train or engine shall be run on the road without a Conductor or pilot, who shall receive three (3) cents per mile.

21. All Conductors in the service of this Company shall receive annual passes good over the road and branches upon which they are employed.

22. Trainmen required to remain on duty over thirty minutes with their trains on arriving at a terminal station, shall be paid at the rate of ten (10) miles per hour.

23. Construction or Work trains to be as follows: Conductors, $3.45 per day; Brakemen, $2.30 per day; and twelve hours to constitute a day's work. For extra service, over-time to be allowed as follows: Conductors, thirty cents per hour, and Brakemen twenty cents per hour. When a Conductor acts as Foreman of a Construction or Work train, he shall receive $15.00 per month additional.

24. Conductors and Brakeman running circus, wreck, picnic or excursion trains will be allowed Construction or Work train rate of pay, as provided in first part of Article 23.

25. The use of intoxicating liquors or visiting saloons while on duty will be met with dismissal, as per rules 172 and 173, Book of Rules.

26. When trainmen are called, and from any reason not their own fault do not go out, they shall be paid as follows: If held on duty less than five hours they will be paid one-half day and stand first out. If held five hours or more, they will be paid one day and go out behind other crews at that point; it being understood that in case crews go out within five hours time while on duty, time shall be reckoned from the time first called to go out.

27. Trainmen will be called within one mile at main line divisions or terminal stations by the train caller, who will always be provided with a book in which the men called will enter their names, together with the time they are called. The time of trainmen will begin at the time set for the departure of their trains.

28. Trains leaving terminals and Monon, having empties or loads to distribute, except trains having empty coal cars for Greencastle out of Lafayette, shall, so far as practicable, have these cars switched ahead and in station order.

29. So far as practicable crews shall be given trains that they can get over the road without doubling hills.

30. No Conductor or Brakeman shall be required to coal engines, except in cases of emergency.

31. Conductors on B. & B. division shall be paid $3 per day. Brakemen and Baggagemen on B. & B. Division shall be paid $1.60 per day.

32. No change in this agreement shall be made, either by the company or the employes, without 30 days written notice.

Accepted for the L. N. A. & C. Ry. Co., by

W. W. BLACK,
General Manager.

For the Conductors and other trainmen involved herein by

JAY SUCESE,
M. J. LOHNER,
R. CRAMER,
WM. E. WILLETT,
F. E. SHANKS,
FRANK RATHFON,
Committee Conductors.

CHAS. MOORE,
V. D. MALOTT,
Committee Brakemen.

April 1, 1891.

MICHIGAN CENTRAL RAILROAD COMPANY.

MICHIGAN CENTRAL SCHEDULE.

Commencing October 15, 1890, through Freight Conductors and Brakemen will run the number of miles specified below for a month's work, for which the regular Conductor will receive $75, and the Brakemen $50 per month, Apprentice Conductors $70, and Apprentice Brakemen $45. This provision with reference to Apprentice Conductors and Brakemen does not apply to Canada Division:

Canada Division, main line, 2,900 miles.
East Division, 2,698 miles.
Middle Division, air line and main line, 3,000 miles.
West and Joliet Divisions, 2,500 miles.
Saginaw Division, 2,600 miles.
Mackinaw Division, 2,100 miles.
Grand Rapids Division, 2,200 miles.
Toledo Division, 2,100 miles.
Bay City Division, 2,698 miles.

Should they be called upon to make more than the above mileage, they will be paid the same rate per mile as the rate per month bears to the miles they are to make for a month's work. Should they fail to make the stipulated mileage, but are on hand and ready for duty, they will receive $75 and $50, or $70 and $45, as the case may be. This does not apply to extra men waiting for employment. It is understood that men will be allowed to make as much excess mileage as they can consistent with safety.

Should it deemed necessary to reduce the force at any time during the month, the men dropped will receive the same proportion of monthly compensation as the number of miles they have run bears to the total mileage for a month.

Mackinaw Division Trainmen working on branch and loading logs shall be allowed mileage at the rate of 6⅔ miles per hour. Over 30 minutes to be counted one hour; less than 30 minutes not to be counted.

Saginaw, Mackinaw, Grand Rapids and Toledo Division subject to revision if stipulated mileage is found to be too high for men to make fair wages as compared with other divisions or so low as to enable them to make more than men on other divisions are making.

The basis of mileage in clause 1 is subject to revision if shown that improvements in double track and other facilities enable men to make excessive wages or unreasonably short runs as to time on the road as compared with men on other divisions.

ART. 2. The pay of local Freight Conductors and Brakemen shall be $85 per month for Conductors and $60 per month for Brakemen.

The number of crews and the number of Brakemen with each crew to be regulated by the Division Superintendent, in accordance with the business being done.

Any trip to and from the stock yards by west division crews will be estimated at 50 miles.

When crews are called or are due to leave by time card and for any reason other than their own acts are delayed in the yard more than one hour and thirty minutes they shall be paid over-time for all time so held. If detained not to exceed one hour and thirty minutes no time will be allowed.

If detained at the end of a run an excessive number of hours waiting to get into the yard, such cases can be taken up with the Division Superintendent, who is instructed to pay a reasonable amount for such delay.

ART. 3. When Freight Conductors and Brakemen are taken off their car to run special passenger trains, they will receive same rate of pay as Passenger Conductors, provided; if the amount is less than they would have earned had they remained on their way car they shall receive the amount they would have earned had they not been taken off their car.

ART. 4. As to all freight runs not otherwise provided for it is agreed that a fair sum shall be paid, taking into consideration the miles run, the character of the work, length of time necessary to perform it, and the amount, if any, lost by the crew from their regular run to be settled in each case by the Division Superintendent on whose division the work may be done.

ART. 5. When Conductors and Brakemen are called for snow plow they shall be paid in accordance with Article 4.

When called for wreck they shall receive mileage to and from the wreck and one day for every twelve hours employed at the wreck unless the whole time is less than twelve hours; then they shall receive one day.

Trainmen will be notified when time is not allowed by return of time report with statement of how much time was allowed.

ART. 6. Conductors on construction or road trains will receive $90, and Brakemen $60 per month and extra time when called upon to work Sundays. The road department to furnish men to handle cable where cable is used when Trainmen have to protect their train by flagging.

ART. 7. One-fourth day will be allowed for through freight crews running between Victoria and Black Rock and one-half day from Victoria and East Buffalo or Exchange street, Buffalo.

In case of suspension or dismissal the parties interested shall be notified within ten days of the occurrence the decision of the Division Superintendent as to his dismissal or the length of time of his suspension.

ART. 8. When it becomes necessary to take Conductors and Brakemen from duty to investigate any accident or from any other cause the investigation shall take place within ten days and in case they are found to be entirely blameless they shall be allowed the lost time on account of such investigation at their regular daily pay.

If any Trainmen thinks he is unjustly dealt with he may file his objections in writing and he will be given a fair and impartial hearing, and if proven entirely innocent he shall be reinstated to his former position and paid for time lost.

ART. 9. Crews not assigned to regular runs shall be run first in first out.

ART. 10. When Trainmen are called and train abandoned or for any other reason than their own acts they do not go out they shall be paid a reasonabie sum, to be decided by the Division Superintendent taking into consideration any time they may have lost and time on duty waiting to go out.

If allowed one-half a day they shall go first out; if allowed one day they shall go last out.

ART. 11. When freight men are held at terminals or sent to any point to run special, or taken off their run to relieve Passenger Conductors, they shall receive as much as their own regular run would have earned them while they are on such detached service.

ART. 12. All Trainmen will be regarded as in line of promotion upon faithful discharge of duty, ability and length of service.

AET. 13. Crews that have been on duty for 20 consecutive hours shall have eight hours' rest at terminals before going on duty again. Lying at division stations not to be construed as being on duty.

Mackinaw Division crews not to be restricted to terminals when lying up for rest.

Brakemen to receive 10 cents per ton for shovelling coal, same to be determined by Engineer's tickets.

Any Brakemen selected by the Division Superintendent for promotion to Conductor shall be examined by the Division Superintendent, Chief Train Dispatcher and Train Master, or their delegates. After such examination as to rules, etc., if he passes satisfactorily, he shall make one round trip on his division with each of three Conductors. Such Conductors will make written report to the Train Master to be kept on file as to his competency. If reported by three of the Conductors as competent he may then be considered as a Brakemen who can be called upon at any time to run a train. If two of the Conductors report favorably and one adversely, the Division Superintendent shall carefully examine into the reasons of the latter, and if satisfied that

there is not sufficient grounds for his rejection, he may pass the Brakemen for service as Conductor. The Brakemen to receive one-half Brakemen's pay while on trial trips.

GENERAL.

If hereafter it shall be shown that by the construction of additional second track, or the adoption of greater facilities of any nature whatever, the time necessary to enable Freight Trainmen to perform the monthly mileage on any division, as above stated, is reduced, then such changes shall be made in monthly basis of mileage as may be fair and just under the new circumstances.

No part of the above agreement shall be abrogated by either party without notice, and then only after consultation.

Until further advised, through main line Passenger Conductors will be paid at the rate of $110 per month; through main line Baggagemen at the rate of $60 per month; through main line Brakemen at the rate of $50 per month.

Conductor running trains 141, 142, 143 and 144, on the Joliet Division, will be paid at the rate of $90 per month and the Brakemen $50 per month.

Conductor running trains 21 and 22 on the Middle Division will be paid at the rate of $90 per month, Baggagemen $60 and Brakemen $50.

Conductor running trains 75, 76, 77 and 78 on the Saginaw Division will be paid at the rate of $90 per month and Baggagemen $55.

Regular Passenger Conductors running extra trips other than their regular run shall receive extra pay at the same rate as in force on the division where the work is done. Example: Regular Passenger Conductor runs trip to Jackson and return on his lay-over day and receives the same rate of pay as the Conductor who runs the Jackson accommodation.

Extra Passenger Brakemen will be paid the same rate as would be paid regular Passenger Brakemen for the same work.

ROBERT MILLER,
General Superintendent.

MOBILE & OHIO RAILWAY COMPANY.

Office of Superintendent.

MOBILE, ALA., April 22, 1890.

TO CONDUCTORS AND BRAKEMEN:

Effective May 1, 1890, the following will be rates of pay of Conductors and Brakemen:

Passenger Conductors $90 per month.
Brakemen $50 per month.
Baggagemen $55 per month.
Through Freigh Conductors $3.25 per trip.
Local Freight Conductors $3.50 per trip.
Through Freight Brakemen $2.50 per trip.
Local Freight Brakemen $2.50 per trip.

Overtime to be allowed on Through Freight trains after twelve and one half hours: Conductors 15 cents per hour. Brakemen 10 cents per hour.

Overtime to be allowed on Local Freight trains after thirteen and one half hours: Conductors 15 cents per hour. Brakemen 10 cents per hour.

Light runs, consisting of Engine and Caboose, or crews deadheaded on Passenger trains, will be paid one half of through freight rates.

All Extra trains will be classed as Through trains.

All time must be sent to the Train Masters at Meridian, and Jackson, on slips form 492, as soon as trip is completed. A new time-slip (Form 492) will be furnished when old supply is exhausted.

D. McLAREN,
Superintendent.

Approved:
J. C. CLARKE, President and General Manager.

MEMPHIS & CHARLESTON RAILROAD COMPANY.

KNOXVILLE, Tenn., Sept. 30, 1890.

M. A. PAINE, Esq., Chairman.

DEAR SIR:

The following rates of pay and regulations pertaining to Conductors of the M. & C. R. R., between Stevenson and Memphis, will go into effect October 1, 1890.

Under this arrangement it is understood that no more Conductors shall be retained than is necessary to do the business in a proper manner; that the old men shall have the preference and the young Conductors shall be allowed to serve as Brakemen in case it becomes necessary to reduce the crews.

1. Conductors on through freights will run first in first out on their respective divisions and will be paid $3.65 per trip between Memphis and Tuscumbia, and between Tuscumbia and Stevenson.

2. Conductors of local freight trains will be paid $90 per month with three crews assigned to each division. Work performed by these crews

on Sunday, or other extra work, will be paid extra at regular rates for service performed.

3. In addition to above rates Conductors will be paid 30 cents per hour for all time consumed on any trip in excess of two hours more than the schedule time of train. Less than 30 minutes will not be counted; 30 minutes, and less than one hour will be counted full hour.

4. Living within one mile from Yard Master's office, Conductor will be called at terminal stations by Train Caller, who will always be provided with a book in which the men will enter their names together with the time they are called. The time of Conductors will begin one hour after they sign the Caller's book.

5. If, upon arrival at terminal stations, trains are held out, overtime is to be paid as though the train was on the road, unless relieved by yardman, in which case Conductor will be relieved from further responsibility.

6. Conductors removed from the service for any reason shall be entitled to a thorough investigation within five days from the date of removal from the service, at which investigation he shall have the privilege of being represented by another Conductor of his choice. If the investigation shall establish his innocence of the fault charged, he shall be paid for the time lost.

7. If Conductor is called and for any reason (other than his own action) does not go out, he will be paid 30 cents per hour for the time held, as per Article 3, and will retain his rights to first run out, except where crews are assigned to regular runs.

8. Conductors dead-heading with caboose on freight trains will be paid regular rates of pay. If dead-headed to any point to take passenger runs they will be paid regular passenger rates for same until they return to their freight runs.

9. Conductors called to attend court as witness on part of the Railroad Company, shall be paid at the same rate as local Conductor, per calendar days, and the expenses incurred on such trips are to be paid by the Railroad Company, and the said Company shall be entitled to said witnesses certificates.

Yours truly,

R. B. PEGRAM,

Superintendent M. & C.

Approved:

W. A. VAUGHN, General Superintendent.

MISSOURI PACIFIC RAILWAY COMPANY.

ST. LOUIS, March 23, 1891.

TO THE GENERAL OFFICERS OF THE MISSOURI PACIFIC, IRON MOUNTAIN AND LEASED LINES:

We, the Committee representing Conductors, Brakemen and

Yardmen employed on above road, respectfully submit the following agreement and request its adoption:

ARTICLE 1. Hereafter in the employment of Conductors, Brakemen and Yardmen, in the services of the above companies, Divison Superintendents are hereby instructed to employ none but sober, reliable, competent and experienced men for this service, and all such employed by these companies will be directly responsible to and subject to the orders and control of Division Trainmasters, Division Superintedents and Yardmasters, at all times and in all matters pertaining to their duties. No other subordinate officer will be allowed to interfere in the discipline and control of these employes.

ART. 2 That ten hours constitutes a day's work in all yards on Gould Southwest System, and standard pay be paid in all yards that have two or more engines. And that one foreman and three helpers be employed on each engine in all yards that have two or more engines.

ART. 3. Trainmen will be paid the following schedule of rates: Conductor on Passenger trains $100 per month. Brakemen on Passenger trains $50, $55 and $60 per month as at present. Conductors on Pusher engines $75 per month.

ART. 4. Conductors and Brakemen on Through Freight trains will be paid at the rate of three and two cents per mile, respectively, for all runs for 100 miles or more; runs of less than a hundred miles will be paid 100 miles.

ART. 5. Crews of all Local Freight trains and mixed trains when regular run of 100 miles or less will be paid for full time of 20 or 27 days. Conductors $90 per month, Brakemen $60 per month; for fractional time they will be paid at the rate of $3.50 and $2.50 per day, excepting that on the several branch lines below specified they will be paid the following schedule of rates:

St. Louis, Iron Mountain & Southern Branch Lines.

CONDUCTOR'S PAY.

NAME OF BRANCH.	RATE PER MONTH.	RATE PER DAY.
Potosi	$75	$2 90
Jackson	85	3 25
Doniphan	85	3 25
White River	85	3 25
Camden	85	3 25
Ft. Smith	85	3 25
Warren	90	3 50

Brakemen's pay on the above lines will be computed on the same basis as the conductors pay on these branch lines.

Monthly rates of pay of trainmen will remain as at present on ſissouri Pacific branches named below: Carondelet Branch, Lebenon ſranch, Jefferson City, Boonville and Lexington Divison, Boonville ſranch, Sedalia, Warsaw & Southern Railway, St. Louis & Emporia ſivisons, Crete Branch, Lincoln Branch between Weeping Water and nd Lincoln, Central Branch Division between Downs and Lenora; ſepublican Valley Branch and Pacific Railway in Nebraska; Burr Oak ſranch, South Solomon Branch and Rooks County Railroad, Kansas & .rizona Divison, Great Bend Branch, Ft. Scott, Wichita & Western ſailway between Wichita and Kiowa, Denver, Memphis & Atlanta ſastern) Divison; McPherson Branch, Grouse Creek Railway, Leroy & aney Valley Air Line Divisions, Kansas Southwestern Railway.

ART. 6. For running Pay trains and special Passenger and Excur- on trains, Conductors and Brakemen will be paid as follows:

Conductors for runs of 125 miles or less, $3.25 per day.

For runs of more than 125 miles 2½ cents per mile.

Brakemen will be paid on same basis, $2 per day and 1½ cents per ile, excepting that regular freight crews required to run passenger ſains will be paid freight mileage rates.

ART. 7. On all Local Freight and mixed trains, runs of over 100 iles, Conductors and Brakemen will be paid in addition to their regular aily rates, three and two cents per mile for all mileage made in excess f 100 miles run, and overtime at 30 and 20 cents per hour, as per Article 3, excepting that Brakemen on Local Freights between Hiawatha and maha will be paid $3.35 per trip, via Nebraska City, and $3.15 per ſip via Talmage.

ART. 8. The monthly pay rates of Local Freights and mixed train rews are to include 26 or 27 working days of each month. Road service endered by local crews on Sundays or other extra service shall be paid or as extra work, at regular rates, for the class of service performed.

ART. 9. For all freight trainmen employed by the month, 26 or 27 ays shall be rated as a full month and fractional time or parts of a ionth shall be paid for as so many 26ths of a month.

ART. 10. Crews of work trains will be paid; Conductors $85 per ionth and Brakemen $60 per month, for the calendar working days in ie month; service rendered on Sundays will be paid extra and overtime ill be paid for all time used in excess of 10 hours per day.

ART. 11. Overtime will be allowed and paid, to all crews of Local, hrough Freights and mixed trains as follows: All freight trains runs f less than 100 miles overtime will be paid for all time used in making ny trip in excess of 10 hours.

ART. 12. On all through freight runs of over 100 miles, Conductors nd Brakemen shall be paid three and two cents per mile, for all

mileage made on each run, and in addition to actual mileage, overtime shall be paid them on a basis of 10 miles per hour. For example, on a run of 150 miles they shall be paid three and two cents per mile for 150 miles run, and in addition thereto for all overtime made in excess of 15 hours.

ART. 13. Trainmen required to remain on duty with their trains after arrival at terminal station, 30 minutes or more, shall be paid therefore as overtime.

ART. 14. Road Crews delayed on the road more than one hour loading or unloading material or required to switch more than one hour at gravel pits, stone quarries, coal mines or other similar places will be paid extra for such time at overtime rates.

ART. 15. In computing overtime, no fraction of an hour less than 30 minutes shall be counted, but all overtime of 30 minutes or over and less than one hour shall be counted one hour.

ART. 16. All overtime made by train crews will be paid at the uniform rates of 30 cents per hour for Conductors and 20 cents per hour for Brakemen.

ART. 17. No overtime will be paid to any Passenger trainmen that are employed by the month in the regular service. When they perform extra service they will be paid for actual service rendered at their regular rates of pay.

ART. 18. Trainmen or Yardmen required to deadhead shall receive full pay, and when attending court, by request of an official, they shall be paid according to their regular daily pay and expenses.

ART. 19. When trainmen are called and for any reason other than their own acts do not go out, they shall be paid for one half day if held on duty less than six hours, and stand first out. If held more than six hours, they shall be paid for one day and go behind all other crews at that point, at that time, it being understood that in all cases, crews go out within six hours, they shall receive time from first call until they go out.

ART. 20. Trainmen living within 14 blocks of main line divisions or terminal stations shall be called as nearly as practicable one hour before leaving time, by train caller, who will be provided with a book in which the men called will enter their names also the time called; the time of trainmen will begin at the time set for the departure of their train.

ART. 22. At terminal or division stations where no switch engines or crews are employed, if local freight trains crews are called for switching service before leaving such stations, or if they are required to do switching at such stations, after they arrive at the end of their run, they shall be paid extra for such switching service, both before

and after making their runs, at the rate of 30 and 20 cents per hour for Conductors and Brakem respectively, excepting as specified in the next article.

ART. 22. On all local freights or mixed trains, runs that require less than ten hours time per day, no extra switching service will be allowed or paid for until the total time used in making such runs exceeds ten hours per day.

ART. 23. The actual time made by Conductors and Brakemen for switching service as above specified shall be kept by the yardmaster, or where there is no yardmaster by the station agent, in a book kept for that special service, and all such switching time shall be returned to the division office and made up in the pay rolls for the months in which this service is rendered.

ART. 24. Whenever the crews of through or extra freight trains are required to do switching at terminal stations, they will also be paid the above rates for such service. No fraction of an hour less than 30 minutes shall be counted. 30 minuter or over and less than one hour shall be counted one hour.

ART. 25. The proper officers of the railway company will listen to any reasonable complaints, made by either individual Conductors, Brakemen or Yardmen or by committee of the same, provided proper notice is given in writing, as to the subject of complaint and a special appointment is made as to the time and place to consider the same.

ART. 26. After continual service of 16 hours or more trainmen shall be entitled to and allowed 8 hours for rest before being called to go out, except in cases of wrecks, washouts or similar emergencies.

ART. 27. Crews shall not be run off of their respective divisions, except in case of necessity, that no crews of that division are there to go.

ART. 28. When a trainman or yardman is pulled off for an alleged fault or investigation, within five days he shall have a fair and impartial trial, and if found innocent shall be paid for time lost and go back to work again, and he be paid for each and every day over five days waiting investigation, whether found guilty or not.

ART. 29. In filling vacancies in the ranks of Conductors, all men in road service will be considered in the line of promotion, according to their age in the service and their ability to assume the duties, except that three Brakemen shall first be promoted and then one experienced Conductor may be hired as a Conductor at the option of the officer in charge of the men. A Conductor so hired shall take his place at the foot of the list of extra Conductors, and may be temporarily used as extra Brakeman, pending vacancy to be filled by him.

ART. 30. All men in the yard shall be promoted according to age and ability, provided the officer in charge of such men considers them

competent for positions, to which they are entitled by seniority in service, and anyone feeling that he has not had a fair and impartial examination he shall have a right to appeal to higher authority.

ART. 31. Conductors will be considered in the line of promotion by their term of service, dependent upon their good conduct and ability. Whenever additional Conductors are required in the passenger train service, promotions will be made from the ranks of Freight Conductors as above, giving each freight district proportionate representation except that the General Superintendent reserves the right to employ additional or new men for these positions when they consider the good of the service requires it.

ART. 32. Any employe working under the provisions of this agreement, who is dissatisfied with the decision of any official of the company, shall have the right of appeal therefrom to the General Manager.

ART. 33. The oldest Brakemen will be given preference as passenger Brakemen when they so desire.

ART. 34. On all main line local and mixed trains, the train crews shall consist of a Conductor and three Brakemen; on branch roads where the service is light, the crews shall consist of a Conductor and two Brakemen, excepting that on branches where the trains are heavy enough to require them, three Brakemen shall be employed.

ART. 35. When passenger or freight Conductors make reasonable objections to the Trainmaster or Division Superintendent against any Brakeman under their charge, such Brakeman shall be removed and assigned to other duty, or dismissed from the service, according to the circumstances.

ART. 36. All instructions given to freight or passenger Conductors by Trainmasters or Train Dispatchers, relative to the movement of trains or disposition of cars, will be given in train orders, or in writing.

ART. 37. When a trainman is requested by the Superintendent to change his run and by so doing he would be obliged to move his family and household goods, they shall be moved free of charge.

ART. 38. All crews be furnished with ice.

ART. 39. Brakemen coming off of passenger trains that have never worked on freight trains of this System, must work at least two years on freight trains before they shall be entitled to an examination, for a Conductorship.

ART. 40. That no car be layed over for the reason that Conductor has layed off as is done at present at St. Louis on the Missouri Pacific and at De Soto on the St. Louis, Iron Mountain & Southern Railroad.

ART. 41. When freight business is so light that the crews in service are not able to make reasonable time, crews shall be taken off, beginning

with the youngest crew, until crews left in service are able to make reasonable wages, and the Conductors pulled off on account of slack business shall have preference as brakemen, and shall stand first for promotion again, when business demands that more crews be put on.

ART. 42. It must be distinctly understood that when regular or extra Conductor or Brakeman leaves the service of the Company of his own accord, or if he be discharged from the service, that he shall forfeit and lose all previous rights as a Conductor or Brakeman, except where he is reinstated within 90 days.

ART. 43. There shall be no discrimination made against any employe of the Company on account of being a member of any of the different railway organizations.

ART. 44. All Trainmen and Yardmen that have been discharged or quit shall be given a clearance, stating time of service, capacity and general behavior. This clearance to be given by Trainmaster, Superintendent or other proper officer.

ART. 45. That a copy of this agreement be furnished to all Divison Superintendents, Trainmasters and Yardmasters, and it be posted on all bulletin boards.

ART. 46. No portion of this agreement will be violated or abrogated by any party thereto without written notice of such intention being served on all other parties hereto, at least 10 days before any action will be taken.

Missouri Pacific Railroad Company and the St. Louis, Iron Mountain & Southern Railroad Company.

This memorandum, made this 1st day of May, 1891, shall govern all Division Superintendents, Train Masters and other officers in the service of the Missouri Pacific Company and the St. Louis, Iron Mountain & Southern Railway Company, leased, operated and independent lines, in the discipline and control of all Conductors, Trainmen and Yardmen in the service of said Companies, shall regulate the pay rates of all such employes, and shall constitute a letter of instructions on all matters herein stated.

1. Hereafter, in the employment of Conductors, Brakemen and Yardmen, in the service of the above Companies, Division Superintendents are hereby instructed to employ none but sober, reliable and competent men for this service, and all such employes will be directly responsible to and subject to the orders and control of the Division Superintendents, Division and Terminal Superintendents and Yard Masters,

at all times and in all matters pertaining to their duties. No other subordinate officer will be allowed to interfere in the discipline and control of these employes; but Brakemen will obey the instructions of their Conductors while on duty.

SWITCHMEN AND YARDMEN.

2. Wages and hours of Yardmen shall remain as at present at all points, with the following exceptions:

Sedalia, Mo.—Day Helpers, $75 per calendar month, 12 hours to constitute a day's work; Night Helpers, $80 per calendar month, 12 hours to constitute a day's work; Day Foreman, $85 per calendar month, 12 hours to constitute a day's work; Night Foreman, $90 per calendar month, 12 hours to constitute a day's work.

Hiawatha.—Day Helpers, $70 per calendar month, 12 hours to constitute a day's work; Night Helpers, $70 per calendar month; 12 hours to constitute a day's work; Day Foreman, $75 per calendar month, 12 hours to constitute a day's work; Night Foreman, $75 per calendar month, 12 hours to constitute a day's work.

Weeping Water.—Day Helpers, $65 per calendar month, 12 hours to constitute a day's work.

Greenleaf.—Day Helpers, $65 per calendar month, 12 hours to constitute a day's work.

Fort Scott.—Day Helpers, $65 per calendar month, 12 hours to constitute a day's work.

Wichita.—Day Helpers, $65 per calendar month, 12 hours to constitute a day's work; Night Helpers, $65 per calendar month, 12 hours to constitute a day's work.

Eldorado.—Day Helpers, $65 per calendar month, 12 hours to constitute a day's work; Night Helpers, $65 per calendar month, 12 hours to constitute a day's work.

Osawotomie.—Day Helpers, $2.50 per day, 12 hours to constitute a day's work; Night Helpers, $2.50 per day, 12 hours to constitute a day's work.

Fort Smith.—Day Helpers, $65 per calendar month, 12 hours to constitute a day's work.

Van Buren.—Night Helpers, $70 per calendar month, 12 hours to constitute a day's work.

WAGES OF TRAINMEN, PASSENGER SERVICE.

3. Trainmen will be paid the following schedule of rates:

Conductors of passenger trains, $100 per month.

Brakemen of passenger trains, $50, $55 and $60 per month, as at present.

Conductors of pusher engines, $75 per month.

WAGES OF TRAINMEN, FREIGHT SERVICE.

4. Conductors and Brakemen on through freight trains will be paid at the rate of three (3) and two (2) cents per mile respectively, for all runs of 100 miles or more; runs of less than 100 miles to be paid as 100 miles.

5. Crews of all local freight trains and mixed trains for regular runs of 100 miles or less, will be paid for full time of 26 or 27 days; Conductors $90 per month, Brakemen $60 per month. For fractional time, they will be paid at the rate of $3.50 per day and $2.30 per day, excepting that on several branch lines below specified they will be paid the following schedule rates.

ST. LOUIS, IRON MOUNTAIN & SOUTHERN BRANCH LINES.

NAME OF BRANCH.	RATE PER MONTH.	RATE PER DAY.
Potosi	$75 00	$2 90
Jackson	85 00	3 25
Doniphan	85 00	3 25
White River	85 00	3 25
Camden	85 00	3 25
Ft. Smith	85 00	3 25
Warren	90 00	3 50

Brakemen's pay on the above lines will remain as at present.

MISSOURI PACIFIC BRANCH LINES.

Monthly rates of pay of Trainmen will remain as at present on the Missouri Pacific branches named below:

Carondelet Branch.
Lebanon Branch.
Jefferson City, Boonville & Lexington Division.
Boonville Branch.
Sedalia, Warsaw & Southern Railway.
St. Louis & Emporia Division.
Crete Branch.
Lincoln Branch, between Weeping Water and Lincoln.
Central Branch Division, between Downs and Lenora.
Republican Valley Branch and Pacific Railway in Nebraska.
Burr Oak Branch.
South Solomon Branch and Rooks County Railroad.
Kansas and Arizona Division.
Great Bend Branch.
Ft. Scott, Wichita & Western Railway between Wichita and Kiowa.
Denver, Memphis & Atlantic, (Eastern) Division.
McPherson Branch.
Grouse Creek Railway.

Leroy & Caney Valley Air Line Divisions.
Kansas Southwestern Railway.

6. For running pay trains and special passenger and excursion trains, Conductors and Brakemen will be paid as follows:

Conductors for runs of 125 miles or less, $3.25 per day.

For runs of more than 125 miles, 2½ cents per mile.

Brakemen will be paid on same basis $2 per day, and 1½ cents per mile, excepting that regular freight crews required to run passenger trains will be paid freight mileage rates.

7. On all local freight and mixed trains, runs of over 100 miles, Conductors and Brakemen will be paid, in addition to their regular daily rates, three (3) and two (2) cents per mile, respectively, for all mileage made in excess of 100 miles, and over-time at thirty (30) and twenty (20) cents per hour, as per Article 12; excepting that Brakemen on local freights between Hiawatha and Omaha will be paid $3.35 per trip via Nebraska City and $3.15 per trip via Talmage, with over-time as above.

8. The monthly pay rates of local freight and mixed train crews will include the 26 or 27 working days of each month. Road service rendered by local crews on Sundays, or other extra service, shall be paid for as extra work, at regular rates for the class of service performed.

9. For all Freight Trainmen employed by the month, 26 or 27 days shall be rated as a full month, and fractional time or parts of a month shall be paid for as so many twenty-sixths of a month.

10. Crews of work trains will be paid, Conductors $85 per month, and Brakemen $60 per month, for the calendar working days in the month; service on Sundays will be paid extra, and over-time will be paid for all time used in excess of 12 hours per day.

OVER-TIME AND EXCESS MILEAGE.

11. Over-time will be allowed and paid to all crews of local, through freight and mixed trains, as follows:

On all freight runs of less than 100 miles, which runs may require more than 10 hours time, over-time will be paid for all time used in making any trip in excess of 10 hours, after deducting two hours for delayed time. When the delayed time on any trip amounts to more than two hours, all over-time will be allowed in excess of 10 hours.

12. On all through freight runs of over 100 miles, Conductors and Brakemen shall be paid three (3) and two (2) cents per mile, respectively, for all mileage made on each run; and in addition to actual mileage, over-time shall be paid them on a basis of 10 miles per hour; for example, on a run of 150 miles, they shall be paid three (3) and two (2) cents per mile, for 150 miles run, and in addition thereto, for all over-time made in excess of fifteen (15) hours.

13. Trainmen required to remain on duty with their trains after arrival at terminal station 30 minutes or more, shall be paid therefore as over-time.

14. Road crews delayed on the road more than one hour, loading or unloading material, or required to switch more than one hour at the gravel pits, stone quarries, coal mines, or other similar places, will be paid extra for such time at over-time rates, after 10 hours service.

15. In computing over-time, no fraction of an hour less than 30 minutes shall be counted, but all over-time of 30 minutes or over, and less than one hour, shall be counted one hour.

16. All over-time made by train crews, will be paid at the uniform rates of thirty (30) cents per hour for Conductors, and twenty (20) cents per hour for Brakemen.

17. No over-time will be paid to any Passenger Trainmen that are employed by the month on regular service. When they perform extra service they will be paid for actual service rendered at their regular rates of pay.

MISCELLANEOUS.

18. Trainmen or Yardmen required to dead-head, shall receive half pay, and when attending court by request of an official, they shall be paid according to their regular daily pay, and $1 per day for expenses.

19. When Trainmen are called, and, for any reason other than their own acts, do not go out, they shall be paid for one-half day, if held on duty less than 6 hours and stand first out. If held more than 6 hours, they shall be paid for one day and go behind all other crews at that point at that time; it being understood, that in case crews go out within 6 hours, they shall receive time from first call.

20. Trainmen living within one mile of main line, division or terminal stations, shall be called as nearly as practicable, one hour before leaving time, by Train Caller, who will be provided with a book in which the men called will enter their names, also the time called, and the time of Trainmen will begin at the time set for the departure of their train.

21. When crews of through or local freight or mixed freight trains required to do switching service at terminal or division stations, they will be paid extra for such service, at the rate of thirty (30) and twenty (20) cents per hour; less than thirty (30) minutes not to be counted; thirty (30) minutes and over and less than one hour will be computed as one hour, excepting that on runs which occupy less than 10 hours, no extra switching service will be allowed until the total time used in making the runs exceeds 10 hours.

22. The actual time made by Conductors and Brakemen for switching service, as above specified, shall be kept by the Yardmaster, or

where there is no Yardmaster by the station agent, in a book kept for that special purpose, and all such switching time shall be returned to the division office and made up in the pay rolls for the months in which this service is rendered.

23. The proper officers of the railway company will listen to any reasonable complaints made by either individual Conductors, Brakemen or Yardmen, or by committee of the same, provided proper notice is given in writing as to the subject of complaint, and special appointment is made as to the time and place to consider the same.

24. After continuous service of 16 hours or more, Trainmen shall be entitled to and allowed 8 hours for rest before being called to go out, except in cases of wrecks, washouts, or similar emergencies.

25. Crews shall not be run off their respective divisions, except in case of necessity, or special emergency, when no crews of that division are there to take the trains.

26. Any Conductor, Trainmen or Yardman may be suspended from duty for a reasonable time or for investigation for any alleged misconduct, or for violation of rules or orders; and may be discharged from the service of the company for good and sufficient causes. These causes shall include intemperance, incompetency, habitual neglect of duty, gross violation of rules or orders, dishonesty or insubordination. For any of these causes, they may be suspended by the Division Trainmaster and discharged by the Division Superintendent.

27. When a Conductor, Trainman or Yardman is discharged or suspended for a definite term, for an alleged fault, he shall have a fair and impartial trial within 5 days after filing his request therefore with the Division Superintendent, and if suspended for investigation, such investigation shall be held within 5 days without such request. If found innocent, he shall be paid at regular rates for time lost and reinstated. If detained more than 5 five days awaiting investigation, he shall be paid for extra time in excess of 5 days, whether found guilty or not.

28. In filling vacancies in the ranks of Freight Conductors, all Conductors, Brakemen and Baggagemen will be considered in the line of promotion, according to their age in the service and their ability to assume the duties of Conductors, except that three Brakemen shall be first promoted and then one experienced Conductor may be hired as a Conductor, at the option of the officer in charge. A Conductor so hired shall take his place at the foot of the list of extra Conductors, and may be temporarily used as extra Brakemen, pending vacancy to be filled by him.

29. All employes in yard service shall be promoted according to age and ability, providing the officers in charge of such men consider them competent for positions to which they are entitled by seniority in

service; and any one feeling that he has not had a fair and impartial examination, shall have a right to appeal to higher authority.

30. All Conductors will be considered in the line of promotion according to their term of service, dependent upon their good conduct and ability. Whenever additional Conductors are required in the passenger service, promotions will be made from the ranks of Freight Conductors, as above, giving each freight district representation in turn, except that the General Superintendents reserve the right to employ additional or new men men for these positions when they consider the good of the service requires it.

31. Any employe included under the provisions of this agreement, who is disatisfied with the decision of any official of the Company, shall have the right to appeal therefrom to the General Manager, after having first submitted his case to the decision of the General Superintendent.

32. The oldest Brakemen, when competent, will be given preference as Passenger Brakemen, when they so desire.

33. On all main line local freight and mixed trains, the train crews shall consist of a Conductor and three Brakemen; on branch roads, where the service is light, the crews shall consist of a Conductor and two Brakemen, excepting that on branches where the trains are heavy enough to require them, three Brakemen shall be employed, at the discretion of the Division Superintendent.

34. When Passenger or Freight Conductors make reasonable objections to the Trainmaster or Division Superintendent, against any Brakeman under their charge, such Brakeman shall be removed or assigned to other duty or dismissed from the service, according to the circumstances.

35. All instructions given to Freight or Passenger Conductors, by Trainmasters or Train Dispatchers, relative to movement of trains or disposition of cars, will be given in train orders or in writings.

36. When a Trainman is required by the Superintendent to change his run, and by so doing he would be obliged to move his family and household goods, they shall be moved free of charge on application therefor.

37. Passenger Train Brakemen who have never worked on freight trains, must work at least two years on a freight train before they shall be entitled to an examination for promotion to a Freight Conductorship.

38. Freight cabooses and their crews shall not be laid over for the reason that their Conductor has laid off for any cause.

39. When the freight traffic on any portion of the road is so light that all the freight crews in service are not able to make reasonable wages, crews shall be laid off (beginning with the youngest men) until

the crews in service are able to make reasonable wages. Any Conductors suspended from service under this rule will be given preference as Brakemen, and they will retain their rights as Conductors and will be replaced on their runs when the freight business requires an increase of crews.

40. If a Conductor, Brakeman or Yardman leaves the service of the Company of his own accord, or if he is discharged from the service, he shall forfeit all rights previously held unless he is reinstated within 90 days.

41. There shall be no discrimination against any employe of the Company on account of being a member of any of the railway organizations.

42. Any Conductor, Trainman or Yardman leaving the employ of the Company, will at his request, be given a letter by his Superintendent or Division Superintendent, stating his term of service, capacities in which employed, and whether he has been discharged or has left the service of his own accord. If discharged such letter shall state the reasons.

43. A copy of this letter of instructions will be furnished to all Division Superintendents, Trainmasters and Yardmasters, and the same shall be accessible to any employe who may desire to see it.

A. W. DICKINSON,
R. E. RICKER,
General Superintendents.

Approved:
S. H. H. CLARK, First Vice President.

THE NEW YORK, CHICAGO & ST. LOUIS RAILROAD CO.

General Superintendent's Office.

The following rates of pay of Conductors, Baggagemen and Brakemen, and rules relating to the work, will be in effect from Novenber 1, 1890.

PASSENGER TRAINS.

RUNS.	CONDUCTORS, PER TRIP.	BRAKEMEN, PER TRIP.	BAGGEGEMEN, PER TRIP.
Buffalo to Bellevue, or reverse, 248 miles...	$6 20	$3 15	*$2 70
Bellevue to Chicago, or reverse, 275 miles..	6 40	3 25	3 60
Cleveland short runs.....	3 85	2 10	2 15
Cleveland to Bellevue and return, 130 miles	3 85	2 10	2 15
Bellevue to Fostoria and return, 64 miles..	3 00	2 00	2 15
Cleveland to Chicago, or reverse, 340 miles	....	....	4 00

*Six trips per week.

THROUGH FREIGHT TRAINS.

DISTRICTS.	CONDUCTORS, PER TRIP.	BRAKEMEN, PER TRIP.	OVERTIME.
1st. Buffalo to Conneaut, or reverse, 114 miles..	$3 25	$2 15	After 12 hrs
2d. Conneaut to Bellevue, or reverse, 132 miles	3 60	2 40	" "
3d. Bellevue to W Ft Wayne or reverse 124 mls	3 60	2 40	" "
4th. W Ft Wayne to S Island or reverse 140 mls	3 75	2 55	" "

TURN AROUNDS.

Turn around trips will be computed as separate trips each way, and will be paid, for six (6) hours or less, one-half district rates; over six (6) hours and less than twelve (12) hours, full district rates; leaving time on return trip to be computed from arriving time at turn around point, except that where round trip distance is less than sixty-five (65) miles, half district rates will be paid for six (6) hours or less; over six (6) hours, and under twelve (12) hours, full district rates will be paid. For the short turn arounds referred to in the exception, for switching or waiting at turn around points, over-time rates will be pain; the over-time allowed not to be counted in the road time. Bellevue to Fostoria and return, or reverse, is to be included in the exception.

LOCAL FREIGHT TRAINS.

DISTRICTS.	CONCUCTORS, PER TRIP.	BRAKEMAN, PER TRIP.	OVERTIME.
1st. Buffalo to Conneaut. or reverse, 114 miles..	$3 50	$2 60	After 12 hrs
2d. Cleveland to Conneaut, or reverse, 67 miles	3 25	2 25	After 10 hrs
2d. Cleveland to Bellevue, or reverse, 65 miles	3 25	2 25	After 10 hrs
3d. Bellevue to W Ft Wayne or reverse, 124 mls	5 00	3 25	After 13 hrs
4th. Ft Wayne to S Island, or reverse, 141 miles	5 00	3 25	After 13 hrs

WORK TRAINS—ALL DISTRICTS.

Conductors, $3.50 per day; Brakemen, $2.50 per day; Overtime, after 12 hours.

OVERTIME.

Through freight Conductors, 30 cents per hour.

Local freight Conductors, 35 cents per hour.

Work train Conductors, 30 cents per hour.

Through freight Brakemen 20 cents per hour.

Local freight Brakemen, 25 cents per hour.

Work train Brakemen, 20 cents per hour.

RULES.

RULE 1. In Computing overtime, no fractions of an hour under thirty minutes shall be counted. Any fraction of an hour over thirty minutes shall be counted one hour.

RULE 2. Freight or passenger crews making extra trips in addition to their regular assigned runs shall be allowed extra time upon the basis of pay allowed other crews in similar service.

RULE 3. Crews or any part of a crew dead-heading shall be allowed full time when dead-heading on freight, and one-half time when dead-heading on passenger, on the basis of freight pay, except that no overtime will be allowed.

RULE 4. Where dead-heading is required, first crew out shall dead-head, and shall stand first out on arrival at terminal station.

RULE 5. Crews required to run light with their caboose shall be allowed full through freight pay.

RULE 6. Crews not assigned to regular runs will run first in and first out in through freight service.

RULE 7. When trainmen are called, and for any reason other than their own acts do not go out, they shall, if held three (3) hours or less, be allowed one-fourth district through freight rates. If held more than three hours, and less than six hours, one-half rate. If more than six hours, full district rate, and shall stand first out.

RULE 8. Crews shall be assigned to their respective districts, and shall not be transferred to any district on which they are not assigned, except the requirements of the service make it necessary.

RULE 9. Crews shall not be called over one one hour and thirty minutes before leaving time, or less than one hour before leaving time, except in case of emergency, when best interests of the company is pending on it; the caller to be provided with a book, in which crews shall sign their names, together with the time they are called and time ordered for.

RULE 10. Conductors and Brakemen of regular crews shall not be called to go out with other crews excepting when there are no extra men; all extra men to be called first in first out. When extra men are called for a run, they are to remain on same until relieved by the regular man. This rule shall not apply to conductors of through freight being called for local freight.

RULE 11. Trainmen will be notified when time is not allowed as per trip report.

RULE 12. Crews will be considered on duty from the time set for leaving until their trip is ended and train turned over to yardmaster.

RULE 13. Trainmen attending court at the request of any official of the company will be paid three dollars ($3.00) per day for conductors and two dollars ($2.00) per day for brakemen, and legitimate expenses.

RULE 14. At all coal docks and at other stations where work trains are stationed, there shall be sufficient men to coal up train engines without the assistance of trainmen.

RULE 15. Conductors and Brakemen will not be dismissed or suspended from the company's service without just cause. In case of suspension or dismissal, if any employe thinks his sentence unjust, he shall have the right, within ten days, to refer his case, by written statement, to the division superintendent. Within ten days of the receipt of this notice, his case shall have a thorough investigation by the proper officers of the railroad company, at which he may be present if he so desires, and also be represented by disinterested employes. In case he shall not be satisfied with the result of said investigation, he shall have the right to appeal to the General Superintendent. In case suspension or dismissal is found unjust, he shall be reinstated and paid for all time lost.

RULE 16. Employes are regarded in the line of promotion dependent upon the faithful discharge of duties, capacity for increased responsibility and length of time in service.

RULE 17. After continuous service of sixteen hours or more, trainmen shall be entitled to and be allowed eight hours for rest, before being called to go out, except in case of washouts, wrecks or other similar emergencies.

RULE 18. When freight traffic is light, and it is necessary to reduce the number of freight crews, in order to allow the Conductors and Brakemen to make reasonable wages, the Conductors of crews thus taken off shall, as far as practicable, be given preference as Brakemen until such time as the increase of business warrants them being reinstated as Conductors, the Conductors youngest in the service to be pulled off first.

RULE 19. Every employe should understand that it is his privilege to make written appeals to his division superintendent whenever, by promotions, reductions, or assignments, he deems an injustice has been done him.

LEWIS WILLIAMS,
General Superintendent.

CLEVELAND, O., Nov. 15, 1890.

NORTHERN PACIFIC RAILROAD COMPANY.

Office of General Superintendent.

ST. PAUL, Minn., May 28, 1890.

By advice with and consent of the General Manager, the wages of Trainmen on all divisions of the road will, from June 1, 1890, be established at rates in schedule below:

	THROUGH FREIGHT.		WORK TRAINS.			
	Per day of 10 hours or less, or 100 miles or less.	Overtime per hour.	Per mile over 100 miles.	Per day of 12 hours or less.	Overtime per hour.	
East of Mandan.	$3 00 2 00	.30 .20	.03 .02	$3 00 2 00	.30 .20	Conductor. Brakemen.
West of Mandan.	3 20 2 20	.32 .22	.32 .22	3 20 2 70	.32 .22	Conductor- Brakemen.

SNOW PLOWS—Bucking Snow.

	Actual Servicee per day of 10 hours or less.	Overtime pr hour.	Passenger. Per Month.	
East of Mandan.....	$3 50 2 50	.35 .25	$60 00	Conductors Brakemen.
West of Mandan.....	3 50 2 50	.35 .25	65 00	Conductors. Brakemen.

ARTICLE 1. Overtime for Trainmen on regular trains will begin when the schedule time of train is exceeded one hour. When schedule time of train is exceeded one hour or more, overtime allowed will include the first hour's delay. When the schedule time of a train averages more than ten hours for 100 miles or less, overtime will be paid according to this basis—ten (10) hours. In computing overtime, thirty minutes or over will be counted as one hour after the first hour's delay.

ART. 2. Trainmen will be called, as near as practicable, one hour before the leaving time of trains. The caller will have a book in which the Trainmen will register the time they are called, signing their names.

ART. 3. Trainmen held waiting for trains beyond the time train was specified to leave, will be paid for each hour held at rate paid for overtime, provided train is held an hour or more.

ART. 4. When trains for which men have been called are abandoned, men will be paid for time held, between time they were specified to leave and time train was abandoned, at schedule rate for overtime per hour, or fractional part over thirty minutes, but in no case Trainmen will receive pay for less than one-quarter of a day, and stand first out.

ART. 5. The time of extra or wild trains will be computed on a basis of ten hours for 100 miles or less, all allowances made to regular trains will be made to extra or wild trains.

ART. 6. Sanding or cleaning stock cars, loading or unloading stock, or waiting for the same, will be paid for in all cases on a basis of overtime at schedule rates, except when done by worktrain crews, and time-train crews, so employed, will not be considered or paid for, except as stock loading.

ART. 7. Trainmen on work-trains will be paid for one day, twelve (12) consecutive hours, or less, more than twelve (12) hours will be paid for as overtime, at work-train rates.

ART. 8. Conductors on work-trains will be paid at the rate of $3 per day east of Mandan, and $3.20 per day west of Mandan, for twelve (12) consecutive hours or less, including Sundays. Brakemen on work-trains will be paid at the rate of $2 per day east of Mandan, and $2.20 per day west of Mandan, for (12) consecutive hours or less, Sundays included.

ART. 9. Trainmen assigned to snow-plow service will be paid for one day, as per freight train schedule, for each twenty-four (24) hours held in readiness to use. Where assigned to duty on the road and run over district or division, they will be paid for mileage made at schedule rates.

ART. 10. When snow-plow crews are in actual service bucking snow they will be paid: Conductors $3.50 and Brakemen $2.50 per day of ten hours—over ten hours per day will be paid for at the same rate per hour —but Superintendent will select the men for this service without regard to turn. This applies to actual snow-bucking, and not to running over any district ahead of a train.

ART. 11. Freight Trainmen deadheading on their respective divisions will be paid full freight train rates for such service.

ART. 12. Trainmen or Yardmen when deadheading on company's business will be paid at schedule rates one day or 100 miles for each calendar day. In no case will less than one day be allowed, when no other services are performed. When held as witnesses for the company, Trainmen and Yardmen will be paid schedule rates, one day or 100 miles for each calendar day, necessary allowance for expenses will also be made when off their respective divisions. Time held attending court to be certified to by company's attorney.

ART. 13. Trainmen on runs of 100 miles or more, when required to do switching at terminals, will be paid for such service at schedule rates for over-time.

ART. 14. Dates will change at 12 o'clock midnight, the same as calendar dates, and two runs on the road commencing on separate dates will be paid for at not less than one day for each run, provided no other run is made on that day.

ART. 15. Freight trainmen running over district, Livingston to Helena, Logan to Butte, Helena to Missoula, Missoula to Hope, and Ellensburg to Tacoma, will be allowed twelve miles constructive mileage for mountain service. Should the company deem it advisable to put on regular mountain crews between Livingston and Bozeman, Whitehall and Butte, Helena and Elliston, Missoula and Arle (or Jocko), Easton and Weston, they will be paid as follows: One round trip or less, one day; three single trips or two round trips, two days.

ART. 16. The above allowance as per article 15, to apply only to mountain crews between the points named as terminals, and all miles run in either direction outside of the limits named, to be paid for per mile at schedule rate.

Trips from Livingstone to Timberline and return, Bozeman to Muir and return, Helena to Blossburg and return, Missoula to Evaro and return, will be paid for same as round trip between fixed mountain terminals, and single trips between the points mentioned, same as single trips between the fixed mountain terminals.

Trips to Livingston to Muir and return, Bozeman to Timberline and return, Elliston to Blossburg and return, Arlee to Evaro and return, Easton to Weston to Stampede or Martin and return, will be paid for as equal to a single trip between the fixed mountain terminals.

ART. 17. Conductors will be promoted from the ranks of Brakemen according to their age of continuous service on their respective divisions and their character and ability. Freight Conductors when adapted to passenger service, will be promoted to passenger trains according to their ability and age of continuous service on their respective divisions. The question of ability and adaption to be determined by superintendent.

ART. 18. Trainmen will rank from the date they are employed, and in event of there being a surplus of men, the oldest in service on their respective divisions shall have the preference of employment.

ART. 19. No more men shall be employed in the service than is necessary to do the work and earn a reasonable monthly average compensation at the schedule established, and whenever, in the judgment of the trainmen, there are too many crews, a committee of trainmen in good standing, employed on the division, may call the attention of the trainmaster

or superintendent to such surplus of men, when the matter will be fully investigated, and, if conditions are found to warrant it, will be remedied; it being always understood that men will be retained under seniority of rights.

ART. 20. No Trainmen will be suspended or discharged without a proper cause, and in case a Trainman believes his suspension or discharge is unjust, he may make a written statement of facts in his case, and forward to division superintendent, designating a committee of not less than three Trainmen in good standing, employed on the division, to meet in conjunction with the superintendent of the division, and without unnecessary delay reinvestigate the case and prompt decision must be given in less than five days from the rehearing of the case. If the Trainman is decided blameless he shall be immediately reinstated and paid for the lost time at schedule rates for time lost on account of such suspension.

Trainmen charged with offenses involving either suspension or discharge, except in cases involving fraud or dishonesty will be advised of of the offense in writing. All parties concerned will be present at the investigation.

ART. 21. Trainmen and Yardmen will not be required to pay fines on account of breakages.

ART. 22. After continuous service of sixteen hours or more, Trainmen will be entitled to and allowed eight hours rest before being called to go out, provided they so desire and give notice thereof, except in case of washout, wrecks and other similar emergencies.

ART. 23. Freight Trainmen not assigned to regular runs will run first in and first out on the district or division to which they are assigned.

ART. 24. Trainmen assigned to regular local freight trains on St. Paul division to be paid: Conductors $90.00 and Brakemen $60.00 per month for regular local runs, and will be paid overtime for mill work at Little Falls and quarry work at Sauk Rapids; Conductors 30 cents and Brakemen 20 cents per hour.

Trainmen assigned to regular local freight trains between Staples and Fargo to be paid: Conductors $90.00 and Brakemen $60.00 per month. If run with two crews: Conductors $95.00, Brakemen $65.00, or mileage and overtime.

ART. 25. Trainmen assigned to regular local freight between Fargo and Jamestown to be paid: Conductors $95.00 and Brakemen $65.00 per month to six days per week, overtime after twelve hours.

Trainmen assigned to regular local freight trains between Sprague and Hope, Conductors $4.50 per single trip and Brakemen $2.80 per single trip. Overtime to be paid at ten hour basis for all over twelve and one-half hours making a single trip. The men on regular local crews be-

tween Weston and Tacoma to be paid $95.00 for Conductors and $65.00 per month for Brakemen. Overtime to be paid for after twelve hours at rate of ten hour basis.

Trainmen assigned to regular local freight trains between Tacoma and Kalama, between Seattle and Tacoma, to be paid: Conductors $100.00 and Brakeman $75.00 per month. No overtime to be allowed.

That freight train crews will be allowed full freight train rates of wages for handling passenger trains and passenger equipments.

ART. 26. When Trainmen and Yardmen leave the service of the Company, they shall be given letters stating time of service, in capacities or capacity employed, and cause of leaving service. The said letters to be given them within three days from application, provided they shall have worked on the division thirty days, to be signed by the division superintendent.

ART. 27. Transfer crews at Kalama to be paid as follows:

Yardmaster, $90.00 per month.

Foreman, $85.00 per month.

Night helpers, $2.50 per day.

Day helpers, $2.50 per day.

ART. 28. Trainmen who have been discharged and who, upon further investigation, are found to have been unjustly dealt with, will be reinstated, provided the matter is settled within three months from the time such Trainmen were discharged; otherwise if re-employed shall rank as new men on the road.

ART. 29. Trainmen leaving the service will be paid at the earliest practicable moment in full, less usual deductions which may be found against their pay and that they have accepted up to date of ending service.

ART. 30. Yard foremen and Switchmen west of Fargo in the following yards shall be paid the same rate of wages as are now being paid at Tacoma, viz.:

Portland, Ellensburg, Spokane Falls, Seattle, Pasco, Missoula, Tacoma, Sprague, Helena, Livingston, Mandan, Jamestown.

ART. 31. The following general board of adjustment do hereby agree for themselves and all trainmen, Yard Foremen and Switchmen, to do their part towards the faithful observance of this schedule, and use every honorable means to avoid any cause for complaint.

ART. 32. Should any Trainmen or Yard Crews violate any part of the above contract, we would respectfully ask to be advised of the same, and we will do all in our power to adjust the same.

NORTHERN PACIFIC RAILROAD COMPANY,
By M. C. KIMBERLY, General Superintendent.
(Signed) CHAS. ALEXANDER, Chairman.
JESSE HUXTABLE, Secretary.

Approved: W. S. MELLEN, General Manager.

NASHVILLE, CHATTANOOGA & ST. LOUIS RAILROAD.

NASHVILLE, Tenn., January 10, 1891.

M. J. C. WRENNE, Esq., General Superintendent, City.

DEAR SIR: From this date the following regulations will be observed.

1. Whenever the business of the Nashville, Chattanooga & St. Louis Railroad will not enable through freight crews to make an average of 3000 miles per month, the through crews last put in service will be suspended.

2. On through runs, Conductors will be paid $2.65 and Brakemen $1.80 per 100 miles run, and when delayed exceeding two hours beyond schedule time, Conductors will be paid in addition, 30 cents, and Brakemen 18 cents per hour for all delays over two hours.

3. When crews take freight one way and are dead-headed back on freight trains, they will be allowed regular wages.

4. On wood and wrecking trains, regular mileage will be paid for the distance run, and in addition, Conductors will be paid 30 cents and Brakemen 18 cents per hour while their train is being loaded or working at the wreck.

5. When Trainmen are subpoened to attend court, in behalf of the Company, in addition to their expenses, Conductors will be paid $3 per day, and the Brakemen $2, and the Company shall be entitled to their witness fees.

6. Three local freight crews will be assigned to each division and Conductors will pe paid $60 per month, and Brakemen $1.80 per day.

7. Trainmen living within one mile of Church Street Depot will be called in the same manner that the Louisville & Nashville Railroad call their trainmen at Nashville.

8. Passenger conductors on main line will be paid $3 per day. Baggage Masters, $1.66; Flagmen, $1.50, and Porters $1.

Yours truly,
J. W. THOMAS,
General Manager.

NEW YORK & NEW ENGLAND RAILROAD COMPANY.

Eastern Division No. 2.

Conductors on through freight and work trains on Eastern Division from Boston to East Hartford $3 per day; distance 115 miles.

Local freights $3.25 per day.
Freight Brakemen $2 per day.
Passenger Conductors $4.20 per day.
Passenger Brakemen $2.10 per day.
Baggagemasters $2.20 per day.

Yard Brakemen and Switchmen $2 per day for 12 hours work with the exception of East Hartford yard, where they work 8 hour shifts for the same pay.

When trains become two hours and one minute late over their schedule time they receive pay for the same. Anything under, no pay. They receive pay for every hour after being two hours late, including the two hours.

The average running time is between 10 and 12 hours between Boston and East Hartford on freight trains and 9 hours on all specials or wild trains. After being two hours and one minute late they receive extra pay for the same and including the two hours.

HARTFORD DIVISION.

Conductors on through freight and work trains, Springfield and New Haven and Hartford and New Haven, $3; distance 63 and 36 miles.
Local Freights $3.
Freight Brakemen $1.85.
Passenger Brakemen $1.90.
Baggagemasters $2.
Passenger Conductors $3.90.
Flagmen $2 and $1.95.

Yard Brakemen and Switchmen $1.95 for 8 hours, and the same for 12 hours.

No over-time paid on the main line. The Yardmen are paid 25 cents an hour for over-time.

WESTERN DIVISION NO. 1.

Conductors on through freight and work trains on Western Division from East Hartford to Fishkill-on-Hudson $3 per day; distance 113 miles.

From East Hartford to Hopewell Junction $2.75 per day; distance 100 miles.
Local freights $3.25 per day.
Freight Brakemen $1.80 and $2.
Flagmen $2 and $2.20.
Passenger Conductors $3.35 and $4.20.
Passenger Brakemen $2.10 and $1.95.
Baggagemaster $2.20 and $2.15.
Yard Brakemen and Switchmen $2 for 12 hours per day.

When trains become two hours and one minute late over their schedule time they receive pay for the same. Anything under, no pay.

They receive pay for every hour after being two hours late, including the two hours.

The average running time is between 9 and 12 hours between East Hartford and Fishkill-on-Hudson and between 9 and 10 hours between East Hartford and Hopewell Junction. 9 hours on all special or wild trains.

After being two hours and one minute late they receive extra pay for the same and including the two hours.

OHIO AND MISSISSIPPI RAILROAD COMPANY.

SEYMOUR, Ind., June 2, 1890.

S. E. WILKINSON, Grand Master.

The following is a scale of wages agreed upon by the President and employes of the Ohio & Mississippi Railroad Company:

Passenger Conductors, main line, 347 miles, 18 to 20 trips, $120.

Between Louisville and Cincinnati, 126 miles, double six days, single one day, $109.

Between North Vernon and Louisville, 56 miles, not over three single trips per day, $90.

St. Louis to Salem and return, 70 miles, double 6 days, $90.

Through freight, east division, 87 miles, Cincinnati to Seymour, Conductors per trip, $2.90, Brakemen, $1.90.

Between Seymour and Washington, 87 miles, Conductors, $2.70, Brakemen, $1.80.

North Vernon to Louisville and return, 112 miles, (56 each way) Conductors $2.90, Brakemen $1.93 per day.

Seymour to Cochran and return, 120 miles, (60 each way) Conductors $4.35, Brakemen $2.90 per trip.

Storrs or Cincinnati to Louisville, 126 miles, Conductors $4.35, Brakemen $2.90 per trip.

Between Seymour and Louisville, 70 miles, Conductors, $2.40, Brakemen, $1.60 per trip.

Washington to East St. Louis, 164 miles, Conductors $4.50, Brakemen $3 per trip.

From East St. Louis to Breese and return, 92 miles, Conductors, $2.50, Brakemen, $1.67.

From Washington to Vincennes and return, 36 miles, (18 each way) Conductors, $2, Brakemen; $1.33.

Washington to Flora or vice versa, 72 miles, single trip, Conductors, $2.25, Brakemen, $1.50.

LOCAL FREIGHTS.

East St. Louis to Flora, 92 miles, Conductors $85, three Brakemen $60 per month.

Flora to Washington, 72 miles, Conductors $83.33, two Brakemen, $60 per month.

Washington to Seymour, 87 miles, Conductors $83.33, three Brakemen $55 per month.

Seymour to Starrs (Cincinnati) 87 miles, Conductors $85, three Brakemen $60 per month.

Louisville to North Vernon and return, 112 miles, (56 each way) Conductors, $85, three brakemen $60 per month. Construction, Conductors, $85 per month, and all days in the month. Brakemen, $2 per day. Less than a month, Conductors $3, Brakemen $2. If held over Sunday to be paid for Sunday. Dead-heading on all trains one-half time.

Yards at Cochran—Foreman $70, helpers $50 per month.

Yards at North Vernon—Day foreman $70, night foremen $60, day and night helpers $50 per month.

Yards at Seymour—Foreman $2.25 per day or $70 per month.

Yards at Washington or Shops—General Yard Master $85 per month. Three crews and day foreman $70 per month, helpers $1.90 per day or $60 per month. Night Foreman $70, helpers $60 per month.

Yards at Vincennes—Foreman $2.25, one helper $1.90 per day, one helper $1.50 per day.

Yards at Flora—Foreman, day and night, $2.25 per day. Helpers $55 per month.

R. J. MONTGOMERY.
H. A. SMITH.
CHAS. NEFF.
WM. HALL.

PITTSBURG & LAKE ERIE RAILROAD COMPANY.

ARTICLES OF AGREEMENT BETWEEN THE PITTSBURG & LAKE ERIE RAILROAD COMPANY AND ITS TRAINMEN, TAKING EFFECT FEBRUARY 1, 1891.

ARTICLE 1. All passenger conductors to receive $3.40 per day, 136 miles or less, 10 hours or less to constitute a day's work. All over 10 hours to be paid 34 cents per hour. All over 136 miles, 2½ cents per mile.

ART. 2. All train Baggagemasters to receive $2.05 per day, 136 miles or less, 10 hours or less to constitute a day's work. All over 10 hours to be paid 20½ cents per hour. All over 136 miles, 1½ cents per mile.

3. All passenger brakemen to receive $1.80 per day, 136 miles) hours or less to constitute a day's work. All over 10 hours to 8 cents per hour. All over 136 miles, 1.3 cents cents per mile.

4. All through freight conductors to receive $2.60 per day, 10 less, (64 miles or less) or the run between Chartiers and own, or between Chartiers and New Haven or Dickerson Run, trip between Chartiers and West Newton, or round trip be- artiers and New Castle Junction, to constitute a day's work, if thin 10 hours. All over 10 hours to be paid 30 cents per hour.

5. All through freight flagmen to receive $1.90 per day, 10 less, (64 miles or less) or the run between Chartiers and Youngs- between Chartiers and New Haven or Dickerson Run, or round ween Chartiers and West Newton or round trip between Char- New Castle Junction, to constitute a days work, if made with- rs. All over 10 hours to be paid 20 cents per hour.

7. All way freight Conductors to receive $3 per day, 12 hours constitute a day's work. All over 12 hours to be paid 30 cents

8. All way freight Flagmen and way freight Brakemen to 2 per day, 12 hours or less to constitute a day's work. All over to be paid 17 cents per hour.

9. All work train Conductors to receive $2.75 per day, 12 hours constitute a day's work. All over 12 hours to be paid 23 cents

10. All work train Brakemen to receive $1.85 per day, 12 hours constitute a day's work. All over 12 hours to be paid 16 cents

11. All wreck train Conductors to receive $2.75 per day, 12 less to constitute a day's work. All over 12 hours to be paid 23 r hour.

12. All wreck train Flagmen, and wreck train Brakemen to 1.85 per day, 12 hours or less to constitute a day's work. All ours to be paid 16 cents per hour.

13. In computing over-time, in all cases 30 minutes or less will unted. 35 minutes or more will be counted one hour.

14. Callers will be stationed at Dickerson Run, Chartiers and own. They will have register books and have written therein the men are called for, and the leaving time thereof, and the ll register therein their names and the time they are called. calling depends on the distance men are from the caboose The pay of the crew will begin from the time the train is or-

dered for, as shown on the order for calling the men, and continue up to the time they give up the caboose at the track provided for that purpose at the end of the run. In case Trainmen are called for any run and the train is abandoned, they shall receive over-time at regular rates per hour as stated in the foregoing articles, for the time on duty, and shall stand first out.

ART. 15. All Yardmen in all yards operated by this company, to be paid at the same rates as Pittsburg Yardmen, *i. e.*:

Day Conductors, 24 cents per hour.

Night Conductors, 25 cents per hour.

Day Brakemen, 18 cents per hour.

Night Brakemen, 19 cents per hour.

ART. 16. All crews not assigned to regular runs, will be first in, first out, on either division.

ART. 17. All Trainmen deadheading on company business will be paid at one-half rate of the train they are on.

In case it becomes necessary for Trainmen to attend court or other company business, they shall be furnished transportation and paid at the rates of such runs as they may be engaged in when taken off to attend to such business. In such case no time will be allowed for deadheading.

ART. 18. No Trainman shall be suspended or discharged without just and sufficient cause. All trials to be conducted within three days from time of suspension, provided that it does not interfere with the company's business or traffic. When suspended, time of suspension shall be stated, and if not guilty, shall be paid such wages as they would have earned during the time of suspension.

Sentences for all misdemeanor shall be applied by the Trainmaster.

ART. 19. That a copy of this agreement shall be posted at Dickerson Run, Pittsburg, Chartiers and Youngstown.

J. B. YOHE,
Master Transportation.

Approved:
G. M. BEACH, General Superintendent.

G. W. FLEMING,
S. C. HASKINS,
J. H. MCDERMOTT,
Committee of O. R. C.

H. R. FULLER,
NEIL MCDERMOTT,
JAS. TALBOT,
Committee of B. R. T.

RICHMOND & DANVILLE RAILROAD COMPANY.

Georgia Pacific Division.

Schedule of pay of Conductors, taking effect August 26, 1890.

ARTICLE 1. All main-line passenger train Conductors to be paid 5.00 per month.

ART. 2. Through freight Conductors on the First and Third Dis-icts to be paid at the rate of two and six-tenths (2.6) cents per mile. he runs between Birmingham and Anniston and between Atlanta and allapoosa, or similar short runs of between 60 and 100 miles, are to be ounted as 100 miles for straight run. If such runs be doubled, starting ack inside of 12 hours after the first start, the mileage to count 167 iles. Through freight Conductors between Birmingham and Columbus be paid $3.50 per trip.

ART. 3. Pay for special service and for through freight Conductors n special or extra runs to be paid at the rate of $3.25 per day of 12 ours or less.

ART. 4. Pay for local freight Conductors on the First and Second istricts to be $3.25 per day, the day equalling the hours of schedule, ith four men on the runs between Atlanta and Birmingham, and with hree men between Birmingham and Columbus. Pay for local freight onductors on Third District to be $3.50 per trip, with three men on the uns.

ART. 5. Pay of material train Conductors to be $80.00 per month—he usual hours now being worked by them to regulate the hours of ervice.

ART. 6. Passenger and freight Conductors on the main line to be llowed twenty-five (25) cents per hour overtime, after the road delay o their trains shall have exceeded one and one-half hours, for every our or fractional part thereof, including the first one and one-half ours delay, less 30 minutes of total delay. Delayed time of extras n the main line to be computed from the time of through scheduled rains of same class.

ART. 7. Conductors who are compelled to stop on the line of road on ccount of Sunday laws before the trip is completed and are required to keep charge of train, will be paid for such delay at the rate of 25 cents per hour. If, however, they are relieved from charge of the train by watchman or otherwise, no time will be allowed for the delay.

ART. 8. Conductors attending court as witnesses for the Company will be paid at the rate of $3.25 per day and bear their own expenses, he transportation to be furnished by the Company. Conductors dead-eading over the the road by orders will be paid one-half time. Con-

ductors suspended, if found blameless after investigation, will be paid for time lost at the rate of $3.25 per day. If suspended over five days and then discharged, they will be paid $3.25 per day for every day in excess of the five days suspended.

ART. 9. The Company on its part and the Conductors on their part agree with each other that they will perform the several stipulations required, as hereinbefore provided for, until reasonable notice shall be given of not less than sixty days, and such notice shall stipulate the changes desired.

W. H. GREEN,
General Superintendent.

Approved.
PEYTON RANDOLPH, General Manager.
M. J. LAND, Chairman Committee.

SAN ANTONIO AND ARANSAS PASS RAILROAD CO.

AGREEMENT BETWEEN THE SAN ANTONIA AND ARANSAS PASS RAILROAD COMPANY AND THE CONDUCTORS EMPLOYED BY SAID COMPANY.

We, the undersigned, representing, and in behalf of the above named railway and the Conductors employed upon the same, do hereby promise and agree to recognize in good faith, and adhere strictly to each and all terms and conditions set forth in the following contract or agreement:

ARTICLE 1. No conductor shall be discharged or suspended without sufficient cause, and in case a conductor believes his discharge to have been unjust, he shall make a written statement of the facts in the premises and submit it to the Superintendent of Transportation, and at the same time designate any other Conductor who may be in the employ of the company at the same time, who, together with the General Superintendent, shall investigate the case in question without unnecessary delay and give prompt decision, and in case the aforesaid discharge or suspension is decided to have been unjust, he shall be re-instated and paid full time for all time he has lost on such account. This decision to be final.

ART. 2. No Conductor shall be called more than one hour before leaving time of the train he is to take out.

The company, when necessary, will provide a caller with a book, in which the Conductors will register.

Conductors' time will begin one hour after being called, and the au-ıority for computing delay will be the caller's book and the register at ıe other end of the run.

Time of Conductors on regular runs begins at schedule leaving .me.

ART. 3. All freight Conductors other than those in charge of local :eight, to be paid three (3) cents per mile, one hundred miles or less to onstitute a day's work at three ($3) dollars per day. All over 100 miles ɔ be paid three (3) cents per mile.

Ten hours shall constitute a day's work in all freight service for a undred miles or less.

A delay of 59 minutes not to be counted. A delay of one hour shall e considered one hour.

Conductors in freight service shall receive thirty (30) cents per hour ɔr all delays over fifty-nine (59) minutes including the first hour over ime.

Conductors delayed loading stock or switching other than local reights, when delayed one or more hours, to receive one or more hours t 30 cents per hour.

ART. 4. Local Freight Conductors shall be paid on the following :hedule, between the following terminal stations:

San Antonio and Corpus Christi, $90 per month. Three crews on the un.

Wallis and Kennedy, $90 per month. Three crews on the run.

Yoakum and Lexington, $90 per month.

Yoakum and Lockhart, $90 per month.

Twenty-six calendar days to constitute a month's work.

ART. 5. Passenger Conductors to receive $100 per calendar month.

A Conductor taken from his regular run and placed on a passenger pecial or pay train, shall be paid the same wages as Passenger Conuctors, and if running said train he makes less time than he would have ıade on his regular run, he shall be reimbursed for said loss.

ART. 6. Conductors on work trains shall be paid the following chedule:

To receive $90 per month. Twelve hours or less to constitue a day's vork. Twenty-six calendar days to constitute a month's work. All over o be paid at the rate of thirty (30) cents per hour.

ART. 7. Conductors running light as a section of passenger train vill receive regular freight mileage.

Conductors dead-heading on company business shall be paid actual :ime lost, and when necessary to leave the road on which he is employed, ıotel and traveling expenses will be paid. All other dead-heading shall ɔe paid for according to the class of service performed.

ART. 8. The right to regular runs shall be governed by seniority and ability to assume increased responsibility, company reserving the right under all circumstances to select Conductors for passenger trains.

ART. 9. It is agreed by this company that no fines shall be imposed on any Conductor for loss of tools or for damages incurred to rolling stock, or for stock killed or injured. Conductors on their part shall use their best efforts to avoid all accidents, damages or losses.

ART. 10. This company agrees not to put on more crews than is necessary to move the traffic with promptness and dispatch.

ART. 11. Conductors shall be notified when time is not allowed as per trip reports.

ART. 12. All subordinate officers shall be provided with copies of the foregoing contract, and copies shall be kept posted in the several terminal stations or divisions.

ART. 13. The company on its part, and the Conductors on their part, agree with each other that they will perform the several stipulations and duties required as provided in this agreement until reasonable notice shall be given for a change in same, and the said company and the said Conductors hereby agree that this contract and agreement shall take effect on September 1, A. D., 1890.

W. B. GOODE,
E. H. HOHNE, } Committee.
WM. HARTMAN,

C. A. MERRIAM, General Superintendent.

SOUTHERN PACIFIC RAILWAY COMPANY.

General Superintendent's Office—Pacific System.

SAN FRANCISCO, February 28, 1891.

DIVISION SUPERINTENDENTS:

Pursuant to conference between the officials of this Company on the one side, and Grand Master Wilkinson, of the B. of R. T., Assistant Grand Conductor Martin, of the B. of R. C., in conjunction with the General Grievance Committees of these organizations, it was agreed that the printed rules established October 1, 1890, should be interpreted as follows:

1. The time of special trains from which over-time will be calculated, shall be the longest scheduled train, as per the current card under which the division may now or hereafter be operating.

2. Under Section 28 of printed circular of October 1, 1890, when freight crews are held waiting for stock cars to be cleaned, loaded, unloaded or sanded, they shall receive over-time at the rate of 30 and 20 cents per hour for Conductors and Brakemen, respectively, providing crews so delayed arrive at terminal point two hours or more late of card time.

3. The working time of all trains will be from the time crews are ordered out, either for a special or delayed regular train, and not from the actual leaving time.

4. When Trainmen are required to remain on duty over 30 minutes, with their trains, after arrival at main line terminal, over-time will be allowed in special cases, at the rate of 30 and 20 cents per hour for Conductors and Brakemen, respectively, providing, it is proper, in the judgment of the Division Superintendent, to make such allowance.

5. Section 27 of printed circular of October 1, 1890, shall be interpreted as follows:

All freight train crews detained on the road through wrecks, washouts, poor dispatching, engine breaking down or not steaming, will be paid over-time as follows: For any delay less than two hours (late of card time), nothing; for two hours or more, payment according to the rate of 30 and 20 cents per hour, for Conductors and Brakemen, respectively; but when freight train crews are delayed on account of what may fairly be considered the legitimate work of the train, over-time will be allowed on the basis herein indicated when such trains arrive at terminals three hours or more late of card time.

6. Extra freight train train crews, working a fractional part of a month will be paid for the total number of miles they make, in accordance with the mileage rate of the Division, the latter to be determined by dividing the monthly wages by the mileage given in the schedule of October 1, 1890, as constituting a month's work.

When a regular employe leaves the service during the month whether he be discharged, resigns or lays off on account of sickness he will be paid for the fractional part of the month what he would have received for this portion of the month had he continued in service throughout the month; and his successor will be paid the balance of the wages for the remaining portion of the month; in other words, it is intended that the two men shall receive what the one would have been paid for a full month's service. Such extra mileage as either would be entitled to, in addition to the monthly wages, to be allowed and paid for.

7. Work train crews will be paid for all time over 12 hours per day that they may be on duty, as per Section 26 of the printed circular of October 1, 1890. 26 or 27 working days, as the case may be, to constitute a month's work.

8. A special blank form to be filled out, showing occupation, time of service, etc., etc., will be furnished Division Superintendents to be given to deserving employes who may leave the service in good standing.

9. Men will be called to go out on trains north and south, and engines will be wooded to go out in both directions at Ashland. The Engine Caller at Dunsmuir will call Trainmen. Train crews will be called for regular trains at Sacramento, same as for special trains.

10. Regular freight train crews, when called on for occasional passenger service, will be paid freight rates.

11. The question of seniority shall be understood to apply to employes working in the same department and in the same branch of service.

12. The schedule proposed by Division Superintendent Wilder, placing the Western Division on a strictly mileage basis, as amended was agreed to and accepted.

J. A. FILLMORE,
General Superintendent.

Approved:
S. N. TOWNE, Second Vice President and General Manager.

SOUTHERN PACIFIC RAILROAD COMPANY.

Office of the Superintendent—Coast Division.

SAN FRANCISCO, CAL., OCTOBER 1, 1890.

1. The following rules and schedules of wages shall be in force from and after October 1, 1890:

2. MONTEREY LINE.

Runs.	Train.	Conductor.	Baggagman.	Brakeman.	Month's Work.
San Francisco to Monterey	Passenger	$125 00	$80 00	$70 00	
San Francisco to Monterey	Freight	100 00	.....	75 00	8½ round trips.
San Francisco to Aptos	Freight	100 00	.....	75 00	8½ round trips.
San Francisco to San Jose	Passenger	110 00	75 00	70 00	
San Francisco to San Jose	Freight	100 00	.....	75 00	13½ round trips.
San Francisco to Menlo Park	Passenger	110 00	.....	70 00	
San Jose to Almaden	Mixed	100 00	.....	75 00	

But whenever it may be necessary, trainmen on San Francisco and San Jose freight will be called on to make special runs, San Jose to Gilroy, without extra compensation, not, however, to exceed four times in a month.

Trainmen of Menlo Park and San Jose passenger runs will be called on for special services as heretofore without extra compensation.

The crew of the mixed train running between San Jose and Almaden will switch in San Jose yard four hours each day when necessary, without extra compensation.

No extra compensation for delayed time of trains, nor for switching at terminals other than San Francisco and San Jose.

3. TRES PINOS LINE.

Runs.	Train.	Conductor.	Bag'agemen.	Brakeman.	Month's Work.
Gilroy to Tres Pinos.	Mixed...	$115 00	.....	$75 00	

4. SANTA CRUZ LINE.

Runs.	Train.	Conductor.	Bag'agemen.	Brakeman.	Month's Work.
Pajaro to Santa Cruz.....	Passenger	$115 00	$75 00	$70 00	For present work
Pajaro to Santa Cruz.....	Freight...	100 00	.....	75 00	For present work

5. SANTA MARGARITA LINE.

Runs.	Train.	Conductor.	Bag'agemen.	Brakeman.	Month's Work.
Castrov'le to Santa Margarita	Passenger	$115 00	$80 00	$70 00	
Castrov'le to Santa Margarita	Freight...	100 00	.....	75 00	8½ round trips.
Castroville to Salinas.....	Passenger	85 00	.....	.....	

No extra time for delayed trains or switching at terminals. Special runs will receive extra compensation.

YARDMEN.

6. San Francisco and San Jose Yardmen: Same wages as Oakland and Port Costa yards. Day Yardmen in San Francisco yard shall be allowed every second Sunday, and night yardmen shall have every third Sunday night, off duty without deduction of wages. If yardmen are called on unexpectedly on the days they are laying off, they are expected to respond, and will be paid for that day's work over and above what constitutes a month's wcrk.

7. On local passenger runs, where brakemen act in the capacity of both brakemen and baggage-masters, receiving compensation from Wells, Fargo & Co. (this being a privilege accorded to them, as it does not in any way interfere with the duties devolving upon them in the

train service), their compensation shall be the subject of special arrangement from time to time as occasion may demand.

8. At points other than San Francisco, trainmen will coal and wood engines, as has been the custom heretofore.

9. Men will not be called for trains, except where a caller is now in service for the calling of enginemen, who will call trainmen within the district where enginemen are called.

10. Coaches will be coaled and watered by car-cleaners before leaving San Francisco. Trainmen will perform this service at other points.

11. On all runs in and out of San Francisco, employes must report at Assistant Superintendent's office when they wish to lay off, unless it may be arranged between Trainmen that the "deadhead" trip to San Francisco and return to relieve Trainmen at San Francisco shall be made without expense to the Company. The same arrangement will hold good at Castroville for runs between Castroville and Santa Margarita.

12. Where exceptions have not been made, the general rules governing other divisions of the Pacific System will be in force.

13. In working on Coast Division, under the general rules referred to in Section 12, for Division Superintendent read Assistant Superintendent; and for General or Assistant General Superintendent read Superintendent.

GENERAL RULES.

14. Division Superintendents will make such regulations in relation to yard service as they may deem necesssary in defining the work to be performed as between Trainmen and Switchmen.

15. As far as practicable, trains scheduled over the different divisions, during daylight, will do the day work on their respective divisions; the Division Superintendent is expected to use his best judgment in these cases.

ALLOWANCE FOR OVERTIME

16. Trainmen running piledrivers, construction trains and all other work trains, six hours or less shall constitute half a day's work; over six hours and under twelve hurs, a day's work. This service shall be paid for as follows: Regular train crews, assigned temporarily to work train service, shall have their average regular rates of pay. Crews specially employed for work train service shall be paid ten per cent less than the division freight rate. Any excess over twelve hours to be paid pro rata. In computing overtime fractions less than half an hour will not be counted; thirty minutes or more will be counted as an hour.

17. The question of employment shall remain entirely in the hands of the Division Superintendents; but no discrimination shall be made against Brotherhood or other men.

18. When men are taken off regular runs, sent out on special or other runs, when they return and are held waiting for their own crews, they shall be paid full compensation for such time as they are so held.

19. Trainmen will be informed when time is not allowed as per trip report.

20. After an employe shall have served sixteen consecutive hours on duty, at his request he may have at least eight hours rest, excepting in cases of emergency, such as wrecks, washouts, etc.

TIME FOR ATTENDING COURT.

21. When an employe is detailed to attend court as a witness on behalf of the Company, he will be paid for such service at the same rate of pay for actual time absent from duty as he would have received when regularly employed.

PROMOTIONS.

22. It is our policy to promote Freight Conductors from Freight Brakemen, Passenger Conductors from Freight Conductors, and Baggage Masters from Passenger Brakemen; but we will promote Freightmen to the position of Baggage Masters if it should be deemed essential to the best interests of the Company.

23. In making promotions, Division Superintendents will consider seniority of service; in other words, those longest in service, other things being equal, shall have the preference. When a reduction in force becomes necessary, the Company will retain those who have been longest in service, that is to say, as between those equally honest, sober and capable. But "seniority" is not to be made a cover for shortcomings of any kind, nor shall this rule be construed so as to prevent the company securing the most efficient service that may be obtainable. Each Division Superintendent is held responsible for the proper performance of all duties devolving upon the men working under his supervision; and, as he is in the best position to look after the welfare of the company, he shall be the judge regarding the respective merits and qualifications of those working under his direction. If any employe feels that an injustice has been done him under this rule, he has the right of appeal to the General or the Assistant General Superintendent.

RIGHT OF APPEAL.

24. Whenever an employe believes he has been unfairly treated in any way, he shall have the right to present his case personally to his Division Superintendent, with such evidence in his own behalf as he may have to offer. It will be the duty of the Division Superintendent to investigate the matter thoroughly, without any unnecessary delay; and his decision shall be given to the employe. Should the latter wish to appeal the case to higher authority, upon application, the Division Superintendent will give him his decision in writing (excepting in cases in-

volving drunkenness or fraudulent or dishonest action), which the employe may present, together with his own statement of the case, to the General or Assistant General Superintendent.

REINSTATEMENT.

25. When Trainmen have been discharged, and upon further investigation it is found they have been unfairly dealt with, it shall be left to the judgment of the Division Superintendent to reinstate or re-employ them as the merits of the individual cases may seem to demand.

BLACKLISTING.

26. The Company will continue the practice of blacklisting on its own lines, whenever employes have been discharged for good and sufficient causes, such as dishonesty, criminal carelessness, insubordination, drunkenness, violation of rules whereby Company's property is endangered or destroyed, and offenses of like character. The blacklist is distributed over our own lines only, as a matter of protection to the interests of the Company; and we can say with certainty that this practice works to the advantage of all deserving employes. It is not our purpose to blacklist a man who may be dismissed from the service for some minor offense, or because of incompetency for the particular work in which he may be engaged, as in the latter case such employes may be very useful in some other capacity.

27. The Company will discipline men by fining, suspending or discharging, as each particular case may seem to justify.

28. Trainmen leaving the service will be paid at the earliest practicable moment.

29. The same courtesies in the way of transportation shall be extended to Trainmen as are accorded to Enginemen.

30. Letters of recommendation will be filed with the personal records of employes; but, should an employe leave the service, such letters will be returned to him upon application.

31. Where an employe may be transferred from one point to another for convenience of the Company's service, the Company will transport free the household effects and family.

32. If, in the judgment of a Division Superintendent, a Conductor can show good cause (in writing) for the removal of a Brakeman working with him, it will be done.

33. The Company reserves the right to govern the movement of trains under the standard time card rules.

A. C. BASSETT,
Superintendent.

GALVESTON, HARRISBURG & SAN ANTONIO RAILROAD COMPANY.

ATLANTIC SYSTEM OF THE S. P.

The following is a schedule of wages:

Yard men, helpers day and night, $75 per month.

Foremen, day and night, $80 per month.

Yardmaster, day, $110 per month.

Yardmaster, night, $90 per month.

Freight Brakemen, $72.50 for 3,000 miles or less; 2¼ cents per mile all ver 3,000 miles: 20 cents per hour overtime.

Freight Conductors, $90 per 3,000 miles or less; 3 cents per mile all ver 3,000 miles; 30 cents per hour over-time.

Passenger Conductors, $120 per month.

Passenger Brakemen, $70 per month.

TEXAS & PACIFIC RAILROAD COMPANY.

Passenger Conductors, $100 per month.

Passenger Brakemen, $55 per month.

Freight Conductors, 3 cents per mile.

Freight Brakemen, 2 cents per mile.

The Texas Pacific has no yards in El Paso.

ATCHISON, TOPEKA & SANTA FE RAILROAD CO.

Yardmen and Yardmaster, CHICAGO STANDARD PAY.

The Trainmen all belong to Rio Grande lodge, No. 78, at San Marcial, New Mexico.

MEXICAN CENTRAL RAILROAD COMPANY.

SCHEDULE OF WAGES.

Freight Conductors, *$130 per month.
Freight Brakemen, *$70 per month.
Passenger Conductors, *$150 per month.
Passenger Brakemen, *$70 per month.
Yardmen, helpers, *$105 per month.
Foremen, *$120 per month.
Yardmaster, *$150 per month.

*Mexican money.

GALVESTON, HARRISBURG & SAN ANTONIO RAILROAD CO. AND TEXAS & NEW ORLEANS RAILROAD CO.

Office of General Superintendent.

HOUSTON, Texas, September 1, 1889.

Rules governing the rates of pay of Brakemen. To take effect September 1, 1889.

RULE 1. Nothing herein contained shall be understood as having reference to passenger or branch trains; the same rates to continue as are in force at present for this service.

RULE 2. Brakemen between El Paso and Sanderson shall receive $72.50 per month; 3,000 miles or less constituting a month's work, all over 3,000 miles shall be paid for at the rate of 2¼ cents per mile.

Brakemen between Sanderson and San Antonio shall be paid $13.50 per round trip, with a guarantee of five round trips per month, each round trip to be divided equally between the divisions.

RULE 3. Brakemen on through freight trains between San Antoni and Lafayette shall receive $60 per month; 3,000 miles or less constituting a month's work; all over 3,000 miles to be paid for at the same rate.

RULE 4. Freight divisions between Glidden and Lafayette shall be consided 100 miles each in length.

RULE 5. Brakemen on local freight trains on each division between San Antonio and Lafayette shall receive $60 per month; 26 days or less constitute a month's work; each crew shall consist of three brakemen.

RULE 6. Brakemen on work trains shall be paid at the rate of $60 per month; 36 days constituting a month's work, and 5 hours or less con-

stituting half a day's work, and 6 hours or more constituting a day's work; all over 12 hours to be paid for at the rate of 20 cents per hour.

RULE 7. No Brakemen shall be called more than one hour and thirty minutes before leaving time of train on which he is to go out; all delays of over two hours to be paid for at the rate of 20 cents per hour. When such delays exceed two hours the first two hours to be included. In computing delay time under this article, the running time of regular trains is to be taken from schedule in effect at the time, and for irregular trains is to be computed on a basis of 12 miles per hour. All delays shall be reckoned from the hour train is ordered to leave, calling time not to be counted. Authority for computing delayed time shall be taken from Caller's book and register; fractional parts of hours not to be considered.

RULE 8. Brakemen for all through trains (not locals) shall be called if they live within a distance not exceeding three-fourths of a mile from dispatcher's office.

RULE 9. For dead-heading on company's business regular Brakemen shall be paid for actual time lost, and when necessary for them to leave the division on which they are employed, necessary hotel and traveling expenses shall be allowed. All other dead-head service to be paid for according to class of service performed.

RULE 10. After making two division trips brakemen shall have eight hours rest.

W. G. VAN VLECK,
General Superintendent.

Approved:
J. KRUTTSCHNITT, Vice-President and General Manager.

GALVESTON, HARRISBURG & SAN ANTONIO AND TEXAS & NEW ORLEANS RAILROAD CO.

Office of Superintendent.

HOUSTON, Texas, September 1, 1889.

Rules governing the rates of pay of Conductors, to take effect September 1, 1889:

RULE 1. Nothing herein to be understood as having reference to passenger train, branch or local freight service between San Antonio and Lafayette.

RULE 2. Conductors on local freight trains between San Antonio and Eagle Pass or between San Antonio and Del Rio shall receive $100

per month, 3,400 miles or less constituting a month's work; crews to consist of two Brakemen. (This rule effective only when local trains are put on as above specified.)

RULE 3. Through freight Conductors shall receive $90 per month, 3,000 miles or less constituting one month's work, and 3 cents per mile for all mileage over 3,000 miles.

RULE 4. Conductors on work trains shall receive $90 per month, 26 days constituting a month's work, and 12 hours or less to constitute a day's work; all over 26 days to be paid for at same rate, and all over 12 hours to be paid for at the rate of 30 cents per hour.

RULE 5. No Conductor shall be called more than one hour before leaving time of train he is to take out; all delays of over two hours to be paid for at the rate of 30 cents per hour. When such delays exceed two hours, the first two hours to be included. In computing delayed time under this article, the running time of regular trains is to be taken from schedule in effect at the time, and for irregular trains to be computed on a basis of 12 miles per hour. All delays shall be reckoned from the hour train is to leave, calling hour not to be counted. Authority for computing delayed time shall be taken from caller's book and register; fractional parts of hours not to be considered.

RULE 6. For deadheading on company's business, regular Conductors shall be paid for actual time lost, and when necessary to leave the division upon which they are employed, necessary hotel and traveling expenses shall be allowed. All other deadhead service to be paid for according to class of service performed.

RULE 7. The freight divisions between Glidden and Lafayette shall be considered as 100 miles each.

RULE 8. Conductors shall have the right to object to Brakemen for cause, and when objections are sustained by facts they will be furnished with other men.

W. G. VAN VLECK,
General Superintendent.

Approved:
J. KRUTTSCHNITT, Vice-President and General Manager.

TOLEDO & OHIO CENTRAL RAILWAY COMPANY.

Office of General Manager.

TOLEDO, Ohio, August 25, 1890.

From and after September 1, 1890, the following rules and rates of wages for Conductors and Brakemen will be established:

THROUGH FREIGHT CONDUCTORS.

Wages of through freight Conductors to be:

Between Bucyrus and Toledo, 69-mile run, $2.25 per trip.

Between Corning and Columbus, 65-mile run, $2.25 per trip.

Between Corning and Alum Creek, 60-mile run, $2.05 per trip.

Between Bucyrus and Corning, 115-mile run, $3.25 per trip.

LOCAL FREIGHT TRAIN CONDUCTORS.

Wages of local freight Conductors to be $3.33⅓ per trip, and when three crews are running between Bucyrus and Corning six trips time will be allowed for four trips.

OVER-TIME ON ROAD.

Over-time to be allowed when trains are over one hour later than schedule time on all through freight trains.

Over one hour and not more than one and one-half (1½) hours late, over-time allowed to be one hour.

More than one and one-half (1½) hours late, and not more than two and one-half (2½) hours late, over-time allowed to be two hours, and so on.

Over-time to be allowed on local freight trains when more than three (3) hours late, on same basis as through freight trains.

The time on extras to be taken from the first through freight schedule running ahead of the extra.

Time to be computed from the time men are called to leave, until relieved at the end of trip.

Twenty minutes will be allowed at Clemons for supplies and meals.

Over-time to be allowed at the rate of 28 cents per hour.

Over-time to be paid monthly same as schedule pay.

BRAKEMEN.

Wages of Brakemen on through freght trains to be:

Between Bucyrus and Toledo, 69-mile run, $1.50 per trip.

Between Corning and Columbus, 65-mile run, $1.50 per trip.

Between Corning and Alum Creek, 60-mile run, $1.35 per trip.

Between Bucyrus and Corning, 115-mile run, $2.10 per trip.

Wages of Brakemen on local freight trains to be $2 per trip, and when three crews are running between Bucyrus and Corning six trips will be allowed for four trips.

Local freight trains to have four Brakemen, one Brakeman to act as foreman and to be allowed 20 cents per trip more than allowed other Brakemen on same trains.

Over-time on through and local freight trains to be allowed on same basis as Conductors at 18 cents per hour for over-time.

Passenger train Brakemen to be allowed $50 per month, and when running as Baggagemaster or Express Messenger to be allowed the same pay as the Baggagemaster or Express Messenger receives.

J. M. FERRIS,
General Manager.

TERRE HAUTE & INDIANAPOLIS RAILROAD COMPANY.

Vandalia Line.

TERRE HAUTE, Ind., July 25, 1890.

CONDUCTORS:

The following will be the schedule of wages in effect in the passenger train service commencing August 1, 1890, Main Line.

CONDUCTORS.

Through trains, 10 crews, $5.10 per trip.
Trains 20 and 21, $4.60 per trip.
Trains 10 and 11, $4.16 per round trip.
Trains 3 and 4, $4.00 per round trip.
Trains 13 and 14, $100.00 per month.

BAGGAGEMEN.

Through trains, 10 crews, $2.55 per round trip.
Trains 20 and 21, $2.35 per trip.
Trains 10 and 11, $2.35 per round trip.
Trains 3 and 4, $2.00 per round trip.
Trains 13 and 14, $2.00 per round trip.

BRAKEMEN.

Through trains, 10 crews, $2.15 per trip.
Trains 20 and 21, $2.00 per trip.
Trains 10 and 11, $1.85 per round trip.
Trains 3 and 4, $1.85 per round trip.

Yours truly,
N. K. ELLIOTT, Sup't Transportation.

ARTICLE OF AGREEMENT

Between the Vandalia Line and its Conductors, taking effect August 1, 1890.

Main Line Passenger Conductors, Indianapolis and St. Louis, 240 miles, $5.10 per day. Crews to run first in, first out, except trains Nos. 20 and 21.

Effingham and St. Louis accommodation, $130.00 per month.

Indianapolis and Terre Haute accommonation, $110 per month.

Logansport Division, 182 miles, daily except Sunday, $108 per month.

Local Conductors on East and West Division, $85 per month; three crews.

Middle Division, $80 per month.

Logan Division, $90 per month; three crews.

South Bend Division, $85 per month, with three crews to do the work formerly done by two. Work, wreck and construction, $90 per month of 30 calendar days. Coal trains, $85 per month. Through freight, 3 cents per mile on all divisions, except the East, which shall be $2.25 per trip of 72 miles. Overtime 30 cents per hour if arriving at terminal 55 minutes late. Deadheading and lights when ordered by the Company, at the same rate as if in charge of a full train. When attending court for Company's account, pay to be whatever crew would have made. In all investigations the accused to be represented by a member of the Order. Nothing was asked or claimed for seniority, believing the Company will make promotions from merit and ability.

A. J. LEE,
C. H. ARTHUR,
J. M. MURPHY,
B. A. DUNN,
HOWE HARDESTY,
CHAS. MCKEEN,
Committee for the Conductors from Division 92.

N. K. ELLIOTT,
Superintendent Transportation.

UNION PACIFIC RAILROAD COMPANY.

MOUNTAIN DIVISION.

Schedule of pay of Trainmen, to take effect May 1, 1890.

WYOMING AND IDAHO DIVISIONS.

1. Freight runs of more than 100 miles to be paid at the rate of three cents per mile for Conductors and two cents per mile for Brakemen. All time consumed in making any one trip on these runs in excess of that time necessary to complete the trip at an average rate of 11 miles per hour will be paid for as overtime. For example, a run of 132miles

will be paid 132 miles at mileage rates and all time used in excess of 12 hours will be over-time. Excepting that on Fifth Wyoming Division District, over-time will not be paid until after eight and one-half hours, on the Ninth Wyoming Division District until after nine and one-half hours and on the Second Division Idaho District until after 10 hours. All over-time to be paid 30 and 20 cents per hour respectively for Conductors and Brakemen. The pay of the Idaho Division men to remain as now for the present.

2. Local freight and mixed trains, where crews are assigned regularly to the runs, will be paid $100 per month for Conductors and $75 for Brakemen.

3. The pay of main line passenger trainmen on assigned runs will be $125 per calendar month for Conductors, and $75 per calendar month for Brakemen and $85 per calendar month for Baggagemen.

4. Short, irregular runs, not otherwise provided for, will be paid for at the daily rate. More than five hours and not more than 12 hours daily constitute one day. All time over 12 hours will be paid extra at 30 and 20 cents per hour respectively. Less than five hours, one-half day, and if not regularly in daily service crew will stand first out. The daily rates will be:

Passenger Conductors $4 per day.
Freight Conductors $3.25 per day.
Work Train Conductors $3.25 per day.
Brakemen $2.17 per day.
Work Train Brakemen $2.25 per day.

5. Allowance for light runs with engine and caboose will be made at the regular rates for freight train service. Passenger Conductors and Brakemen will not be required to make more than 5,900 miles per month, except on fast mail trains. Present trains 503 and 504 on O. S. L. and trains No. 1 and 2 between Green River and Ogden, not being construed as fast mail trains. Mileage in excess of 5,900 miles will be paid for at rate of 2½ cents per mile for Conductors and 1½ cents per mile for Brakemen.

Maximum mileage for fast mail trains for O. S. L. to be 7,100 miles: for Wyoming Division to be 8,000 miles.

6. Train men will be called at all division or terminal stations by the train caller, who will always be provided with a book in which the men called will enter their names, together with the time they are called, unless they are called earlier at their own request, in which event their time will begin at the time set for the departure of the train.

7. After continuous service of 16 hours or more, train men shall be entitled to, and allowed, eight hours for rest before being called to go

ıt; provided they so desire and give notice thereof, except in case of ashouts, wrecks and other similar emergencies.

8. When the freight traffic is light so that the crews in service are ot able to make reasonable time, crews will be taken off, beginning ith the youngest, until the crews left in service are enabled to make ɜasonable wages. Conductors temporarily suspended under this rule ill be given preference as Brakemen over younger men, and will retain ıeir rights as Conductors. They will also be again placed on their ɜains when the traffic requires an increase of crews.

9. Where a trainman is taken from his run for investigation of an lleged fault he shall, if found innocent, receive pay for time lost; no unishment to be fixed without a thorough investigation, said investiation to be held, ordinarily, within five days of the date of the removal ɜom service.

10. All crews required to dead-head will be allowed full pay thereɔr, except when necessary to equalize crews and power, in which case nly half time will be allowed. When attending court at the request of n official of the company, train men will be paid legitimate expenses nd daily rate as per article 4.

11. Where trainmen are called, and from any reason other than heir own action do not go out at all, if held on duty less than five hours hey will be paid one-half day and stand first out. If held more than ve hours they will be paid one day and go behind other crews at that oint.

12. As far as possible certain trains will be designated to do the loal work, the way freight and other local work to be put on these trains.

13. When freight crews make continuous runs over more than one istrict the mileage allowed will be the amount of the actual mileage of he districts run over. The present arrangements for constructive nileage to remain in force.

14. In computing over-time or delayed time, no fraction of an hour ess than 30 minutes will be counted. Thirty minutes or over will be ɜounted one hour.

C. F. RESSEGUIE,
General Manager.

To take effect May 1, 1890.

UNION PACIFIC RAILROAD COMPANY.

AGREEMENT REACHED WITH TRAINMEN OF THE NEBRASKA, KANSAS, COLORADO AND SAINT JOSEPH & GRAND ISLAND DIVISIONS OF THE UNION PACIFIC SYSTEM, AT OMAHA, JUNE 7, 1890.

1. Crews on freight runs of 100 miles or over first in first out, will be paid at mileage rates—three (3) cents for Conductors and two (2)

cents for Brakemen. All freight runs not otherwise provided for, will be paid at daily rates; less than five hours to be one-half day; over five hours and less than twelve hours, one day. On runs of 100 miles or less, over-time will be allowed after twelve hours. On runs of over 100 miles over-time will be allowed after what the time would be, based on a schedule of eleven (11) miles per hour. To be paid for at thirty (30) cents per hour for Conductors, and twenty (20) cents for Brakemen. Fifth District Union Pacific, Denver & Gulf and Colorado Division to remain as at present. Time used in switching at division and terminal stations to be included in computing over-time.

2. There shall be 10 passenger crews between Omaha and North Platte, exclusive of fast mail, to run first in first out, including Grand Island local.

Five passenger crews between North Platte and Cheyenne, exclusive of fast mail.

Six crews between Kansas City and Ellis; and between Ellis and Denver.

Colorado Division crews remain as at present.

3. Local freight and mixed trains, where crews are assigned regularly to the runs, will be paid ninety-five dollars ($95) per calendar month for Conductors, and seventy dollars ($70) per calendar month for Brakemen. Eighty dollars ($80) per calendar month for Baggagemen on main line runs.

4. Allowance for light runs with engine and caboose will be made at the regular rates for freight train service.

5. Trainmen will be called within 14 blocks at main line divisions or terminal stations by the Train Caller, who will always be provided with a book in which the men called will enter their names, together with the time they are called. The time of Trainmen will begin at the time set for the departure of their trains.

6. After continuous service for 16 hours or more, Trainmen shall be entitled to and allowed eight hours for rest before being called to go out, provided they so desire and give notice thereof, except in case of wash-outs, wrecks and other similar emergencies.

7. When the freight traffic is so light that the crews in service are not able to make reasonable time, crews will be taken off (beginning with the youngest) until the crews left in service are enabled to make reasonable wages. Conductors temporarily suspended under this rule will be given preference as Brakemen over younger men, and will retain their rights as Conductors. They will also be again placed on their trains when the traffic requires an increase of crews.

8. Where a Trainman is taken from his run for investigation of an alleged fault, he shall, if found innocent, receive pay for time lost; no punishment to be fixed without a thorough investigation; ordinarily said investigation to be held within five (5) days of the date of removal from service.

9. All crews required to dead-head will be allowed full pay therefor, except when necessary to equalize crews and power, in which case only half time will be allowed. When attending court, at the request of an official, Trainmen will be paid legitimate expenses and daily rate.

10. Trainmen required to remain on duty with their trains after arriving at main line terminal stations 30 minutes or more, shall be paid in accordance with Section 13.

11. Where Trainmen are called, and from any reason, other than their own action, do not go out, if held on duty less than six hours they will be paid one-half day and stand first out. If held more than six hours they will be paid one day and go behind other crews at that point; it being understood that in case crews go out within six hours, time on duty shall be reckoned from time first called to go out.

12. On the following districts there will be designated certain trains to do the local work. As far as possible, the way-freight and other local work will be put on these trains, and the crews of these trains will, in all cases, consist of a Conductor and three Brakemen.

Nebraska Division—First and Second Districts.

Kansas Division—Main line between Kansas City and Salina.

O. & R. V. Division—Second Dirstrict (and Stromsburg District, when business justifies.)

St. J. & G. I. and Colorado Divisions as agreed.

13. In computing over-time or delayed time, no fraction of an hour less than thirty minutes will be counted. Thirty minutes or over will be counted one hour.

14. That all trainmen shall be examined according to age in the service, and, all things being equal, if they pass a satisfactory examination, they shall be promoted accordingly.

W. H. HOLCOMB, Vice-President.

WABASH RAILWAY COMPANY.

COMMENCING FEBRUARY 1, 1891, THE FOLLOWING SCHEDULE OF PAY WILL BE IN FORCE.

ARTICLE 1.—PASSENGER SERVICE.

Conductors running through passenger trains will be paid $100 per month for 5,500 miles or less, and shall receive 2 cents per mile for all mileage over 5,500 miles.

On runs where flagmen are required, they shall receive $55 per month for runs of 5,500 miles or less, and one and one-fourth cents per mile for all over 5,500 miles, and to be experienced Trainmen.

Baggagemen on through runs, other than joint men, shall receive $55 per month for 5,500 miles or less, and one and one-fourth cents per mile for all mileage over 5,500 miles.

Where Baggagemen are joint men between the railroad and express company, the railroad company shall pay a proportion of any excess mileage made, according to the proportion of the salary paid by the railroad company.

Brakemen on all through passenger trains shall receive $60 per month for 5,500 miles or less, and 1 cent per mile for all mileage over 5,500 miles.

On Chicago and Detroit run, 6,500 miles per month will be computed the same as 5,500 miles on other runs.

Crews assigned to regular runs will be paid extra for any service performed outside of their regular runs at regular rates for class of service performed.

ARTICLE 2.—SHORT PASSENGER RUNS.

Pattonsburg Branch—Conductor, $90; one Brakeman, $60.

Glasgow Branch—Conductor, $65; one Brakeman, $40.

Columbia Branch—Conductor, $80; one Brakeman, $50; Baggageman as it now stands.

Montgomery Accommodation—Conductor, $100; one Brakeman, $50; Baggageman as it now stands.

St. Charles Accommodation—Conductor, $90, two Brakemen, $55 each; extra for Sundays.

Ferguson Accommodation—Conductor $90, one Brakeman, $50.

Chicago and Forrest (Milk train), to be paid under Article No. 1.

Worth Accommodation—Conductor, $90, one Brakeman, $50.

Streator Accommodation—Conductor, $90.

St. Louis and Decatur Accommodation, to be paid under Article 1.

Hannibal and Bluffs run, to be paid under Article 1.

Pittsfield Branch—Conductor, $75, two Brakemen, $50 each.

Clayton and Keokuk—Conductor, $80, one Baggageman, $55.

Decatur and Bluffs Accommodation, to be paid under Article 1.

Danville and Champaign—Conductor, $75, Baggageman or Brakeman, $50.

Effingham and Decatur—Conductor, $90, one Brakeman, $60, Baggageman as at present.

Attica and Covington—Conductor, $65.

Lafayette and Ft. Wayne, to be paid under Article 1.

Defiance Accommodation—Conductor, $90, Baggageman, $45, Crew as at present.

Peru and Logansport—Conductor, $90, two Brakemen, $60 each.
Edwardsville Branch—Conductor, $75, one Brakeman, $50.
The rates named in this Article to be monthly.

ARTICLE 3—LOCAL FREIGHT RUNS.

Detroit and Butler—Conductor, $100 per month, three Brakemen, $66 per month each.

Butler and Peru—Conductor, $3.75 per trip, three Brakemen, $2.50 per trip.

Toledo and Ft. Wayne—Conductors, $3.75 per trip, three Brakemen, $2.50 per trip.

Ft. Wayne and Andrews—Conductor, $90 per month, three Brakemen at $60 per month.

Andrews and Lafyette—Conductors, $3.75 per trip, three Brakemen, $2.50 per trip.

Lafayette and Tilton—Conductors, $3.75 per trip, three Brakemen, $2.50 per trip.

Tilton and Decatur—Conductors, $90 per month, three Brakemen, $60 per month each.

Decatur and Springfield—Conductors, $90 per month, three Brakemen, $60 per month each.

Springfield and Clayton—Conductors, $90 per month, three Brakemen, $80 per month each.

Hannibal and Bluffs—Conductors, $90 per month, three Brakemen, $60 per month each.

Clayton and Keokuk—Conductors, $90 per month, two Brakemen, $60 each per month.

Chicago and Forrest—Conductors, $90 per month, three Brakemen, $60 each per month.

Bement and Effingham—Conductors, $95 per month, three Brakemen, $60 each per month.

Decatur and Litchfield—Conductors, $95 per month, three Brakemen, $65 each per month, including switching at Litchfield.

Litchfield and East St. Louis—Conductors, $3.60 per day, three Brakemen, $2.40 per day.

Streator Branch Local—Conductors, $3 per day, two Brakemen, $2 each per day.

St. Louis and Moberly—To be allowed 177 miles for each trip, at three and two cents per mile respectively for Conductors and Brakemen, three Brakemen in each crew.

Moberly and Randolph—To be allowed 152 miles for each trip, at three and two cents per mile respectively for Conductors and Brakemen, three Brakemen on each crew.

Moberly and Ottumwa—To be allowed 164 miles per trip, at three and two cents per mile respectively, for Conductors and Brakemen.

Moberly and Pattonsburg—To be allowed 140 miles, at three and and two cents per mile respectively, for Conductors and Brakemen.

Ottumwa and Des Moines—To be allowed 100 miles per trip, at three and two cents per mile respectively for Conductors and Brakemen.

Road service rendered by local train crews on Sunday's, or other extra service shall be paid as extra work at regular rates for the class of service performed.

Assigned crews on coal runs between East St. Louis and Litchfield, or intermediate stations, will consist of Conductor and three Brakemen, who will be paid, Conductors, $90 per month and Brakemen, $60 each per month.

Extra crews will receive 50 miles each way between East St. Louis and Staunton, and 60 miles each between East St. Louis and Litchfield.

The regular run between Forrest and Bement will be paid three and two cents per mile, respectively, for Conductor and Brakemen, who will be allowed 60 miles each way.

ARTICLE 4.—THROUGH FREIGHT.

On all through freight runs of 100 miles or more Conductors shall receive three cents and Brakemen two cents per mile for the entire distance run.

On all turn arounds between Peru and Laketon Junction and between Peru and Chili, if round trip is made in six hours, 50 miles will be allowed. If trip is not completed in six hours overtime will be allowed for all hours in excess of six.

Turn arounds between Moberly and Excell and between Ottumwa and R. C. Junction will be allowed 50 miles, if the turn around trip is made in five hours or less. If trip is not made in five hours 100 miles will be allowed. Time used in excess of twelve hours shall be paid for as overtime.

All trips from Union depot to Luther or from Luther to Union depot will be allowed 50 miles for each trip.

Conductor on Ferguson run will be paid $90 per month, and have two brakemen at $60 each per calendar month.

Turn arounds between Ottumwa and Moulton will be allowed 100 miles.

Turn arounds between the following points will be allowed actual mileage for turn around trips; provided the turn around is completed within that time necessary to complete the trip at an average speed of ten miles per hour. If not completed within that time they will be allowed 100 each way. Staunton or Mt. Olive and Decatur; Forrest and Chicago, or Forrest and Decatur: Tilton and Decatur, Andrews and Lafayette; Andrews and Defiance; Andrews and Jewell.

Turn arounds and divisions not specified, where mileage is less than 50 miles, will be allowed 50 miles if turn around trip is completed in five

hours or less. If not made inside of five hours; or if mileage is more than 50 miles and less than 100 miles, 100 miles will be allowed, and overtime for hours used in excess of 12. If turn around mileage exceeds 100 miles, actual mileage will govern. On turn around trips, crews will be considered on duty from time of starting until turn around is completed. Crews used on short turn arounds and making only 50 miles allowance will still stand first out, and those making 100 miles will go behind all other crews at that point.

Crews on wrecking trains will be paid mileage for all mileage running to and from a wreck, and in addition over-time rates for all hours used at wreck. If mileage and hours aggregate less than 50 miles, 50 miles will be allowed. If the mileage and hours aggregate more than 50 miles, and less than 100 miles allowance, 100 miles will be allowed.

Crews running circus or snow plow trains will be allowed mileage of 150 miles per day, six hours or less, 100 miles, over six hours, 150 miles will be allowed.

Work train Conductors will be paid $90 and work train Brakemen $60 per calendar month. Twelve hours or less will constitute a day's work.

All pilots will receive Conductors pay.

Crews running light, or freight trains running as a section of a passenger train will receive through freight pay.

Crews required to help trains over Bayles hill will be paid actual mileage made both ways. If over-time is gained by reason of helping trains over this hill, no over-time will be allowed for the time detained by doubling. In other words, this service is not to be paid for twice.

ARTICLE 5.

Passenger or freight crews or individuals required to make dead-head trips will be paid one-half regular rates for the class of service which requires such dead-head trips. When dead-head service is required, the first crew out will run the train, and the crew dead-heading will stand ahead of the crew with whom they dead-headed on reaching terminal.

Trainmen attending court on Company's business will be paid their regular rate per day and necessary expenses.

Trainmen, after a continuous service of sixteen hours or more, shall take eight hours rest, before they are again called for service, except in case of wrecks or similar emergencies.

If a Trainman is taken off his run for any cause he shall be granted a full investigation, hearing and decision within five days, at which time he shall have the right to be present and to have another Trainman of his own selection to appear and speak for him and shall have the right to appeal from the decision of the local to the general officers of the

road. Should no decision be rendered at the expiration of five days he shall receive his regular pay until a decision is rendered. The convicted party shall, if he so desires, be allowed to see all evidence produced against him.

When the freight traffic on any portion of the road is so light that all the crews in service are not able to make 2600 miles per month each, a sufficient number of crews shall be laid off, beginning with the youngest men, until the crews in service are able to make reasonable wages. Any Conductor suspended under this rule shall be given preference as Brakeman.

Trainmen will be notified when time is not allowed as per time-slips, and reason given why it is not allowed.

Trainmen will be called for duty as nearly as practicable one hour before the time they are expected to leave. The Caller will have a book in which Trainmen will register their name and the time called. The pay of Trainmen will begin one hour after they sign the Caller's book, unless they go on duty sooner.

When Trainmen are called for a train, and the train is abandoned, the Conductor will be paid 30 cents and the Brakeman 20 cents per hour for the time held and will stand first out.

ARTICLE 6.—OVER-TIME.

On all through and local freight train runs of less than 100 miles, over-time will be paid for all time used on any trip in excess of twelve hours. On all through freight runs of more than 100 miles, over-time will be paid for all time used in making any trip in excess of that time necessary to complete the trip at an average speed of ten miles per hour. On all local freight train runs of over 100 miles, over-time will be paid for all time used in making any trip in excess of that time necessary to complete the trip at an average speed of nine miles per hour, except that on runs between Butler and Chicago, over-time will be paid after sixteen hours. Fractions of an hour over thirty minutes will be counted a full hour. All over-time will be paid at the rate of thirty cents per hour for Conductors and twenty cents per hour for Brakemen.

ARTICLE 7.

Trainmen will be in line of promotion according to their term of service, dependent upon their general good conduct, faithful discharge of their duties, and ability to assume increased responsibilities. The Superintendent to be the judge of qualifications. Promotions in train service will be confined to the ranks of train employes as above.

ARTICLE 8.

The use of intoxicating liquors or visiting saloons while on duty will be met with dismissal. Any employe will be dismissed without a hearing in case of intoxication, insubordination or collisions.

BALTIMORE & OHIO RAILROAD COMPANY.

Office of the Vice-President—Circular No. 20.

BALTIMORE, January 19, 1887.

The following rules regarding pay and time of Engineers and Firemen will take effect from January 1, 1887:

RULES APPLYING TO MAIN STEM, TRANS-OHIO AND PITTSBURG DIVISION AND BRANCHES THEREOF.

1. On freight and passenger runs of less than one hundred miles, which occupy more than 12 hours, over-time shall be paid to Engineers at the rate of 30 cents per hour, and to Fireman at the rate of 15 cents per hour, not computing as part of said over-time two hours in addition thereto.

On freight and passenger runs of over 100 miles, the present longest schedule for that division is to be taken as a maximum schedule for the future, for purposes of computing over-time, provided that no schedule shall be considered as less than 12 hours for such purposes. Over-time at the above named rates shall be allowed for all delays over and above the length of that schedule, or over and above the minimum of 12 hours, as the casemay be, not computing as a part of said over-time two hours in addition thereto.

2. Promoted firemen shall be second-class Engineers and receive ten per cent less than first-class for one year; after one year they shall receive first class pay. The time and over-time of second-class Engineers is to be calculated on the same basis as first-class.

3. Regular yard, construction and work train Engineers are to be paid $2.75 per day (except on Pittsburg Division), 12 hours or less to constitute a days' work; all over 12 hours to be paid for *pro rata*. Reasonable arrangements are to be made for such Engineers and Firemen to get dinner. When road service engineers are called in emergency for temporary service on yard, construction or work trains, they shall receive regular road pay for the same.

4. Callers are to be kept at all terminal points, and Engineers and Firemen are to be called from any respectable boarding house within reasonable distance, and to sign the caller's book, giving the time at which called.

Engineers' and Firemen's time to commence one hour after being called, and to cease when they are relieved from their engines at end of trip. All Engineers' and Firemen's time to be taken from the Round House register, instead of from the Conductor's register or train sheet.

5. No fault shall be found with any Engineer or Fireman who refuses to go out on account of needed rest, provided he has not been in long enough to get the rest.

6. No Engineer or Fireman is to be dismissed or suspended from the service of the company (except temporary suspension while awaiting investigation,) without a fair and impartial trial before a Board of Inquiry.

This trial shall be had at the earliest possible date after the facts shall have been ascertained, and shall be held within seven days from the date of the occurrence. Engineers are not to be suspended pending trial for minor offenses which do not result in serious loss or danger to persons or property.

7. No fines are to be imposed for loss or damage to company's property or rolling stock, but if such occurs and it is found on trial that Engineers or Firemen have carelessly caused the same, they shall be suspended or dismissed from the service, as the case may seem to require.

8. When an Engineer and Fireman are called to go with a train and it is thereafter abandoned and the Engineer and Fireman relieved from duty, they shall be allowed one-fourth of a day; but if not relieved and held over for another schedule, they shall be paid over-time, if earned, according to articles Nos. 1 and 4.

9. Engineers who voluntarily leave the service to engage in other business, or to work on other roads, and who may subsequently be employed on this road, shall rank as new men.

Those discharged from the service and reinstated in less than six months, shall not lose their seniority. If reinstated after a longer period than six months they shall rank as new men.

Those moving from one division to another, controlled by different officers, shall rank as new men. Those transferred from one division to another, with their engines, shall not loss their seniority. Seniority shall take precedence in all cases to choice of runs, provided the senior men are competent. Main line men are to rank in seniority on their respective divisions.

10. Engineers and Firemen of road engines will not be required to blow out fronts, clean fires or put their engines away at divisional stations.

11. Engineers and Firemen who are dead-heading over the road on company's business shall receive one-half time.

RULES APPLYING TO MAIN STEM DIVISION ONLY.

12. Rates of pay for Engineers and Firemen are to remain as now until further notice. First-class Engineers are to receive three dollars and twenty-five cents per day, with twenty-five cents per day premium added, as heretofore.

13. Helping Engineers and Firemen at Newburg, Rowlesburg, and Piedmont are to be paid at regular road rates.

RULES APPLYING TO TRANS-OHIO DIVISION ONLY.

14. All first-class Engineers in freight and passenger service are to be paid at the rate of three and one-half cents per mile. One hundred miles or less to constitute a day's work; over one hundred miles to be paid for *pro rata.*

15. The helping Engineers at Zanesville, Norwich and Spencer's are to be paid by the month at eighty dollars per month, and Firemen are to be paid forty-five dollars per month at those points.

16. Fireman are to be paid one dollar and seventy cents for one hundred miles or less. When division extends over one hundred miles, Firemen are to receive one and three-fourths cents for each additional mile.

RULES APPLYING TO PITTSBURG DIVISION ONLY.

PASSENGER ENGINEERS.

17. On Eastern District on mail and express between Connellsville and Cumberland, Engineers are to be paid three dollars and twenty-five cents, and Firemen one dollar and thirty cents, each way.

18. On Mountain Express between Cumberland and Connellsville Engineers are to be paid five dollars, and Firemen two dollars and fifty cents per round trip.

19. On Somerset and Cambria branch on mail, express and accommodation trains Engineers are to be paid five dollars and fifty cents, and Firemen two dollars and fifty cents per day.

20. On Western District on mail and express from Pittsburgh to Connellsville and return, Engineers are to be paid three dollars and eighty cents, and Firemen one dollar and seventy-five cents per day.

21. On Youghiogheny express trains running between Pittsburgh, Uniontown, Mt. Pleasant and McKeesport, Engineers are to be paid three dollars and eighty cents, and Firemen one dollar and eighty cents per day.

22. On McKeesport accommodation trains, making three round trips between McKeesport and Pittsburgh per day, Engineers are to be

paid three dollars and fifty cents, and Firemen one dollar and seventy-five cents, for same.

23. On West Newton express, Engineers are to be paid four dollars and forty-six cents, and Firemen two dollars and fifteen cents per day.

24. On passenger trains between Pittsburgh and Benwood or Bellair, Engineers are to be paid four dollars and eighty cents, and Firemen two dollars and forty cents per round trip.

25. On passenger trains between Pittsburgh and Wheeling, Engineers are to be paid four dollars and thirty cents, and Firemen two dollars per round trip.

26. On passenger trains between Pittsburgh and Washington, Engineers are to be paid two dollars and twenty cents, and Firemen one dollar per round trip.

27. On passenger trains between Wheeling and Washington, Engineers are to be paid two dollars and ten cents, and Firemen one dollar per round trip.

FREIGHT ENGINEERS.

28. On through freight trains between Connellsville and Cumberland, Engineers are to be paid three dollars and fifty cents, and Firemen one dollar and eighty cents each way.

29. On local freight trains from Connellsville to Rockwood and return, and on local freight trains from Rockwood to Cumberland and return, Engineers are to be paid three dollars and fifty cents, and Firemen one dollar and ninety cents per day.

30. On local freight trains from Rockwood to Johnstown and return, Engineers are to be paid three dollars and fifty cents, and Firemen one dollar and seventy-five cents per day.

31. On pushing engines from Connellsville to Sand Patch and return, Engineers are to be paid three dollars and eighty-five cents, and Firemen two dollars and ten cents per day.

32. On Salisbury branch Engineers are to be paid three dollars and Firemen one dollar and sixty-five cents per day.

33. On Berlin branch Engineers are to be paid two dollars and seventy-five cents, and Firemen one dollar and sixty-five cents per day.

34. On helping engines from Hyndman to Sand Patch and return, Engineers are to be paid one dollar and seventy-five cents, and Firemen eighty-seven and one-half cents per round trip.

35. On Keystone coal trains from Meyersdale to Cumberland and return, Engineers are to be paid three dollars and twenty-five cents, and Firemen one dollar and eighty cents for same.

36. On Fayette County, Hickman Run and Mt. Pleasant branches, Engineers are to be paid three dollars and twenty-five cents, and Firemen one dollar and seventy-five cents per day.

37. On all shifting engines, work or ballast train engines on Pittsburg Division, and on Wheeling & Pittsburg Division, Engineers are to be paid three dollars, and Firemen one dollar and sixty-five cents per day; reasonable arrangements are to be made for Engineers and Firemen to get dinner.

38. On through freight trains, Connellsville to Glenwood and return, Engineers are to be paid four dollars and fifty cents, and Firemen two dollars and twenty-five cents for same.

39. On time freight trains between Pittsburg and Connellsville, Engineers are to be paid four dollars and fifty cents, and Firemen two dollars and twenty-five cents per round trip.

40. On local freight trains, Pittsburg and Connellsville, Engineers are to be paid three dollars and fifteen cents, and Firemen one dollar and seventy-five cents, each way.

41. On coal trains between West Newton and Glenwood, Engineers are to be paid three dollars and fifty cents, and Firemen one dollar and eighty cents per round trip.

42. On short trips from Connellsville to Shaner, Scott Haven or West Newton, Engineers are to be paid two dollars and eighty-five cents, and Firemen one dollar and sixty-five cents per round trip.

43. On short trips from Connellsville to Osceola and return, Engineers are to be paid three dollars, and Firemen one dollar and seventy-five cents per day for same.

44. On way freight trains between Glenwood and Wheeling, Engineers are to be paid three dollars, and Firemen one dollar and sixty-five cents per day or trip.

45. On through freight trains between Glenwood and Wheeling, running consolidation engines, Engineers are to be paid two dollars and eighty-five cents, and Firemen one dollar and seventy-five cents per day or trip.

46. On through freight trains between Glenwood and Benwood or Bellair, Engineers are to be paid three dollars, and Firemen one dollar and eighty-five cents per day or trip.

47. On any runs not included in the above, Engineers and Firemen are to be paid at the same rate as heretofore.

NOTE.—These rules do away with the system of premiums to Engineers as a portion of their pay on the Pittsburg and Trans-Ohio Divisions.

Philadelphia Division will be governed by the rules applying to the main stem division.

All Engineers' trip slips, upon which over-time is due or claimed under the above rules, must be indorsed by the Round House Foreman, Mas-

ter Mechanic or other proper representative of the Machinery Department, and no overtime will be allowed unless these slips are so endorsed.

On and after February 1st, proximo, over-time for freight Conductors and freight Brakeman, who are paid a per diem rate, will be allowed on the same basis as to Engineers and Firemen in case of delay.

All Conductors' time slips, upon which over-time is due or claimed, must be endorsed by the Yard Master, Agent, or other proper representative of the Transportation Department, and no over-time will be allowed unless these slips are so endorsed.

Instructions must be given which will insure men not being called until wanted; that trains and engines shall be ready to move at the expiration of one hour from the time men are called; that no unnecessary delays shall occur on the run, and that the men are promptly relieved on arrival at the end of the run.

Callers, Yard Masters, Train Dispatchers, and all others concerned, must be held to a rigid accountability for all delays which result in the payment of over-time.

All over-time must be returned upon a separate roll, and a statement of the amount paid each month on each division made to this office.

General Superintendents and Superintendents must issue at once such additional orders as may be necessary to give full effect to the above. S. SPENCER, Vice President.

BALTIMORE & OHIO RAILROAD CO.

Trans-Ohio Divisions.

Memorandum of agreement with the Firemen, November 7, 1889.

1. All the rules adopted in Baltimore, January 19, 1887, fixing the runs of engines as follows: "One hundred miles or less to constitute a day's work, over one hundred miles to be paid *pro rata*," and the rule for computing over-time, fixed at the same meeting, to remain as fixed at that meeting. The pay from November 1, 1889, to be one dollar and ninety cents for one hundred miles or less; for over one hundred miles, Firemen are to receive one and nine-tenths cents per mile run, and overtime to be paid at the rate of nineteen cents per hour. Firemen to receive for first years' service one dollar and seventy-five cents per day, and one and three-quarters cents per mile over-time and excess mileage. After the first year advance pay.

2. That if road Firemen be called to fire yard engines, to watch engines, do hostlers' duty or extra work, they shall receive road pay for such service.

3. That Firemen be not required to scour or polish brass outside of cab.

4. That Firemen be not required to pull pins or throw switches or do other work pertaining to switchmen's duty at terminal stations.

5. The oldest extra Fireman stand first for a regular engine, and oldest freight Fireman stand first for regular passenger engine, and in all cases where preference is to be shown, it shall be given the oldest Firemen, provided he is capable.

6. It is understood that this agreement does not conflict with the rules adopted at Baltimore January 19, 1887, except as to rate of pay.

THE BALTIMORE & OHIO RAILROAD COMPANY,

Approved: By W. W. PEABODY, General Superintendent.

J. T. ODELL, General Manager.

CHICAGO AND NORTHWESTERN RAILROAD CO.

RULES GOVERNING THE COMPENSATION OF FIREMEN, TO TAKE EFFECT MAY 1, 1886.

1. Firemen employed on road engines shall be paid at the rate of two and two tenths (2 2-10) cents per mile run, time to be computed on the same basis as Engineers.

2. Firemen employed on switch engines or pushers shall be paid at the rate of seventeen and one-half (17½) cents per hour. Those employed at termini of Division shall receive seventeen and one-half (17½) cents per hour for all time in excess of ten hours.

3. Dispatchers shall be paid two dollars and fifteen cents ($2.15) per day of 12 hours, day or night work.

4. Firemen shall hereafter derive all benefits, as heretofore, from the several articles of Engineers' agreement, as adopted by them at Chicago, August 14, 1885.

C. C. WHEELER, General Superintendent.

G. W. TILTON, Supt. Motive Power and Machinery.

CINCINNATI, WASHINGTON & BALTIMORE RAILROAD COMPANY.

Office of General Manager.

CINCINNATI, Ohio, March 1, 1886.

Articles of agreement between the Officers and Engineers and Firemen of the Cincinnati, Washington & Baltimore Railroad company in effect March 1, 1886.

ARTICLE 1. Engineers are to receive $3.50 per day, 100 miles to constitute a day's work, and they are to be paid three and one-half cents per mile for all over that distance, and ten hours to constitute a day's work for running passenger or through freight trains, and in case of delay they are to be paid 35 cents per hour for all over that time.

ART. 2. Engineers running helpers, construction or work engines, to receive $3.50 per day and 30 cents per hour for all over 12 hours, the company to furnish a suitable man to watch the engine outside of working hours, or pay the Engineer or Fireman $1.40 per day for attending to that duty.

ART. 3. Engineers running engines light will be paid three-fourths the amount they would receive for hauling train.

ART. 4. Engineers running engine in east yard at Chillicothe to be paid $2.50 per day, and $2.75 per day for running in the west yard, and each to be paid pro rata for all time in excess of 12 hours per day.

ART. 5. Engineers who have had one or more year's experience as road Engineer, shall be entitled to, and receive first-class pay.

ART. 6. Engineers dead-heading to any point to take charge of an engine or other property belonging to the company, shall be paid at the rate of 1¾ cents per mile.

ART. 7. Engineers serving as witnesses or on other business for the company to be paid $3.50 per day.

ART. 8. Engineers are to report all delay time on their trip reports, and must be particular to give all the facts to a clear understanding, said report to be sufficient evidence for the allowance of said extra time, the company reserving the right, however, to examine said report.

ART. 9. The Firemen to be paid one-half the amount that is allowed the Engineers, who are getting first-class pay for making the same runs.

ART. 10. The Caller to be furnished a book and call the Engineers not more than one hour before leaving time, said book to be signed by the Engineer and his time to commence at the time specified for him to leave, and if the train is delayed in starting, or abandoned, he shall be paid at the rate of 35 cents per hour until relieved from duty.

ART. 11. Engineers will not be required to do any more work on their engines, while in the shop, than has been customary.

ART. 12. When Engineers arrive at the engine house in Cincinnati or Parkersburg, they will be relieved from duty, and called for the return trip, and their time commence as per Article 10.

ART. 13. Engineers making round trips between Chillicothe and Hamden are to receive three-fifths of a day, and at the rate of 35 cents per hour for all time in excess of five hours.

ART. 14. Engineers to be allowed one day for making round trips between Cincinnati and Clinton Valley, and at the rate of 35 cents per hour for all over ten hours.

ART. 15. Engineers to be paid three cents per mile for running accommodation trains between Chillicothe and Hillsboro.

ART. 16. Engineers running on Portsmouth Division to receive $3.50 per day, and 35 cents per hour for all over 12 hours.

ART. 17. These articles of agreement shall not affect the pay of Engineers who are getting more than $3.50 per day, for running accomodation trains, less than 100 miles per day, nor those who are getting more than $3.50 per day for running local freight trains, which, however, are to receive pay at the rate of 35 cents per hour for all time in excess of 12 hours per day.

Above agreement shall be recognized in good faith on the part of the C., W. & B. R. R. Co., and its Engineers and Firemen.

THE CINCINNATI, WASHINGTON & BALTIMORE R. R. Co.

By J. H. STEWART,
General Manager.

Approved:

ORLAND SMITH, President.
GEORGE STILES, Chairman,
S. E. MOSHIER, Secretary,
A. F. C. WILLIAMS,
WM. M. MORSE,
DANIEL BUCKLEY,
JOSHUA BATTERTON,
D. A. SCOTT,
FRANK MCHORTAR,
J. C. BARBER,
Committee of Engineers.

SINNET BARKER, Chairman,
JOS. SHEETS, Secretary,
W. S. TAYLOR,
W. S. CRYDER,
J. G. BURKLINE,
Committee of Firemen.

DELAWARE & HUDSON CANAL RAILROAD CO.

Office of the General Manager.

ALBANY, N. Y., February 8, 1889.

The following are the established rates of pay of the several classes of locomotive Engineers and Firemen, and the time and mileage upon which pay is computed, to take effect March 1, 1887.

The rates per day are fixed for an actual day's run of one hundred miles or less, and all runs of over one hundred miles in one day will be paid for at the mileage rates; twelve hours to constitute one day's work: the time and mileage to be computed and carried out separately for each day's work.

FREIGHT ENGINEERS.

First year $3.00 per day, or 3 cents per mile actual mileage. Second year $3.50 per day, or 3½ cents per mile actual mileage. Passenger Engineers running regular passenger trains will receive pay at the rate of 3¾ cents per mile.

Engineers running mine and switching engines will receive $85 per month (and $3.50 per day additional for Sunday work; five hours or under to be called one-half day; all over five hours, one day).

Firemen on freight trains will receive $2.00 per day, or 2 cents per mile actual mileage.

Firemen on regular passenger trains will receive 1¾ cents per mile.

Firemen of mine and switching engines will be paid $50 per month.

When an Engineer has occasion to leave his train before his run is completed, and another Engineer is provided to run in his place, the Engineer leaving his train will be allowed only the actual miles run, unless the change is made by direction of the superintendent.

When an Engineer of a regular train has completed his trip and may be called to make an additional run, actual mileage made for such run will be added to his regular trip.

All Engineers and Firemen marked and reported for duty and their train abandoned, shall receive one-fourth (¼) day's time and pay, except when they receive notice before they leave home, that their train is abandoned, all Engineers and Firemen who are held as extra shall be paid pro rata for actual time held.

Time of service to commence when engine leaves engine house and to conclude when Engineer has registered on time-sheet placed in engine house for that purpose. Any Engineer who shall register falsely for the intention of defrauding the company, shall be liable to suspension or dismissal, as the Superintendent may determine.

Engineers or Firemen attending court or engaged in any other work assigned to them by the Superintendent, or Superintendent of Machinery, will receive full time and expenses.

When Engineers and Firemen are called upon to make trial trips with engines, they will be paid regular rates per day of twelve hours or less.

When an engine becomes disabled and is sent to the shop for repairs, the Master Mechanic shall assign to the Engineer another engine to run in its stead if there is an extra engine available.

DULUTH, SOUTH SHORE & ATLANTIC RAILROAD CO.

MARQUETTE, MICH., August 8, 1887.

A. WATSON, General Superintendent:

Schedule of wages for Enginemen and Firemen in effect August 1, 1887.

	Miles for Day's Work.	Hours for Day's Work.	Enginemen.		Firemen.	
			Rate	Over time per hour.	Rate	Over time per hour.
Switching Engines	....	12	$2 50	25c.	$1 50	15c.
Switching Engines at Mines	....	12	3 00	30c.	1 65	16½c.
MACKINAW DIVISION.						
First year on ballast, log or freight	100	12	3 00	30c.	1 75	17½c.
Second and subsequent years	100	12	3 50	35c.	1 90	19c.
Passenger trains	100	....	3 25	.....	1 85	.....
HOUGHTON DIVISION.						
Ore trains	....	14	4 00	40c.	2 00	20c.
Way freight	....	12	3 75	37½c.	2 00	20c.
Ballast, log and extra freight	100	12	3 50	35c.	1 90	19c.
Passenger trains	100	....	3 50	.....	1 90	.....
Engines doing road-train work between Humboldt, Champion and Michigamme (in addition to switching	....	12	3 25	32½c.	1 85	18½c.

Overtime on regular runs when schedule time for 100 miles averages more than twelve hours, to begin when schedule time is exceeded one hour, and paid on the basis of twelve hours for a day's work.

Ore Train Enginemen and Firemen on Houghton Division when not needed on the road, to be given work in shop to keep them full time.

When Enginemen and Firemen are called and report for duty, they shall be allowed for time lost, such amount to be not less than one-fourth day.

Enginemen and Firemen sent over the road on business other than with an engine, to be paid one-half passenger rates; this does not apply to fitting out or laying up engines.

Ore Train Enginemen and Firemen on Houghton Division during winter, until the road is completed to a western connection, when not needed for extra freight, log or snow trains, will be given employment in the shop at three dollars and fifty cents per day, shop hours. Firemen, one dollar and ninety cents per day.

The older Enginemen and Firemen to be retained in the service and have preference of runs if competent and worthy.

Enginemen and Firemen when delayed on the road by storms, washouts or accidents, when engines are kept in steam, will be allowed half time for the time delayed.

Enginemen and Firemen charged with offenses involving suspension or discharge, shall have a full investigation of the same within a reasonable time, which, except in extreme and unavoidable circumstances, shall not exceed five days.

This arrangement to continue until the road is completed and trains run through from Duluth to St. Ignace and the Soo.

J. B. WILSON,
Mechanical Superintendent.

A. WATSON,
General Superintendent.

WM. H. GREEN, Chairman.
M. H. MEEHAN, Secretary.
PATRIC KEYES,
JOHN R. TODD,
THOS. RICKELS,
Engineer's Committee.

L. D. STEARN,
JOHN MCCARTHY,
ALEX. SWINTON,
FRED BROWN,
Firemen's Committee.

DENVER & RIO GRANDE RAILROAD COMPANY.

SCHEDULE OF FIREMEN'S WAGES AND AGREEMENT WITH D. & R. G. RAILROAD COMPANY.

SECTION 1. From February 1, 1887, Firemen shall receive $2.40 per day for all work trains and construction trains.

SEC. 2. Hostlers shall at all times be made from the oldest Firemen in the service, provided they are capable after a fair trial.

SEC. 3. All Hostlers shall be paid at the rate of $2.75 per day, and twelve hours to constitute a day's work except the day Hostler at Pleasant Valley Junction doing switching, who shall receive $90 per month.

SEC. 4. The Company shall furnish a man to clean all flues.

SEC. 5. In all cases Firemen shall receive 60 per cent. of the wages paid to Engineers, except for switch engines, which shall be $2.25 per day, and Firemen on the Wasatch Branch, who shall receive $2.40 per day.

SEC. 6. In all cases the oldest Fireman shall have the preference of runs, both passenger and freight, if capable and satisfactory.

SEC. 7. Firemen that have been promoted to the position of Engineer shall at all times have the preference for a regular engine over Engineers that have been hired since their promotion.

SEC. 8. When Firemen are required to dead-head over any district of the road on the orders of their Master Mechanic on regular business, they will be paid therefor one-half their regular rates per day.

SEC. 9. Fireman shall be called for duty at all division stations one hour, and as much sooner as may be desired for the purpose of getting meals, before leaving time, by the regular caller, who shall be provided with a book showing the names of the crew and for what trains they are wanted, in which book the Firemen must sign their names and enter the time they are called. Any Fireman failing to respond promptly after being called, thereby delaying his train, may be punished by suspension by the Superintendent of Motive Power and Machinery.

SEC. 10. In case any Fireman reports for duty and his services are not needed on account of the abandonment of his train or any other cause, he shall receive one-fourth of his regular daily pay for reporting for duty, provided he is not kept on duty to exceed three hours from the the time of being called, and for all the time in excess of three hours and less than six hours he shall be paid one-half his regular day's pay, and for all time in excess of six hours and less than twelve hours he shall be paid one full day's pay.

SEC. 11. If at any time there should be a surplus of Firemen for the business of the road, the oldest Firemen shall have the preference for service and the younger Firemen in the order of their term of service may be dismissed or temporarily laid off.

SEC. 12. Firemen may be suspended from duty by their respective Master Mechanics on his own authority or on the request of the Division Superintendent for the disobedience of orders or for the violation of rules and regulations, or for any carelessness or negligence on their part which may result in accident to their trains or engines.

SEC. 13. All causes of suspension of Firemen shall be investigated as soon as possible (within three to five days) by the proper officers. In case the charges are not proven they shall be reinstated to duty without loss of pay. No Fireman shall be dismissed from the service of the company for cause unless his case has been first properly investigated by the Executive Committee of officers, nor until such Fireman has had a full hearing before said Committee.

SEC. 14. Said Executive Committee shall be comprised of the General Superintendent, the Train Master, the Superintendent of Motive Power and Machinery, the Road Foreman of Engines (if there be one) and two Firemen, to be selected by the other Firemen, the decision of said Committee, or the majority of them, shall be final as betwen the Firemen and the Railway Company. Three members of said Committee shall form a quorum.

SEC. 15. When engines are shopped for general repairs Firemen of such engines shall in all practicable cases be furnished with work on other engines in the meantime, that they may lose as little time as practicable.

SEC. 16. All errors made in keeping or computing the time and mileage of Firemen shall be properly corrected and any amounts of pay omitted in any one month shall be paid them on the month following such omission.

All differences arising from disputed time or mileage of Firemen shall be settled by the Division Master Mechanic under the instruction of the Superintendent of Motive Power and Machinery. In computing over-time or delayed time any fraction of an hour less than thirty minutes shall not be counted. Thirty minutes or over shall be counted a full hour.

SEC. 17. For attending court as witnesses, or for similar service for the Railway Company, Firemen shall be paid their regular daily pay for such time as they are so engaged.

SEC. 18. Any Fireman who may wilfully misuse or destroy the property of the Railway Company, also such Firemen as are habitually careless and negligent, and fail to take proper care of their engines may be dismissed from the service of the Company after such charges are proven against them, but no Fireman shall be held responsible for, nor required to pay for breakages or damages to tools or other property of the company that are liable to occur on any well managed Railroad and are not traceable to his own carelessness.

SEC. 19. After a service of eighteen consecutive hours, Firemen will be entitled to eight hours rest.

SEC. 20. Wasatch branch shall pay full time. Twelve hours or less shall constitute a day's work. All over twelve hours per day shall be paid for pro rata per hour.

SEC. 21. It is further agreed between the parties hereto that the proper officer of this company shall at all times listen to any reasonable complaint or grievance that the Firemen as a body, or individually, may wish to make; and it is further agreed that the fact of any Fireman who presents a definite grievance or who may serve on any Committee of Firemen shall not in any manner prejudice his standing with the officers of the Company.

SEC. 22. This contract shall continue in full force and effect from the date of its execution by the parties hereto, and no part of the same shall be changed or amended except upon sixty days' notice from either party.

W. H. BANCROFT,
Gen'l Supt. D. & R. G. W. Ry.

J. C. DUNTON,
WM. BURROWS,
P. B. HASLET,
Firemen's Committee.

DENVER & RIO GRANDE RAILROAD COMPANY.

Office of Superintendent M. & R. S.---Circular.

The accompanying schedule and regulations will be observed in allowing and computing pay of locomotive Firemen and Hostlers, to take effect January 1, 1890, and is issued for the information of all concerned

N. W. SAMPLE,
Superintendent M. & R. S.

Approved:
S. T. SMITH, General Manager.

SCHEDULE AND REGULATIONS.

ARTICLE 1. The regular pay of Firemen on all road engines, not hereinafter excepted, shall be 60 per cent of first-class Engineer's wages per day. Delays and overtime to be computed on the same per centage.

ART. 2. On all broad guages consolidation engines, known as "hogs," Firemen shall receive 66⅔ per cent of first-class Engineer's wages per day. Delays and over-time to be computed on the same per centage.

ART. 3. On regular work train engines, Firemen shall receive 60 per cent of first-class Engineer's wages per day. When "hogs" are used on work trains, Firemen to receive 66⅔ per cent of first-class Engineer's wages per day.

ART. 4. On switch engines, Firemen shall be paid $2.25 per day (12 hours' work.) When road Firemen are called temporarily on switch engines; to be paid $2.40 per day (12 hours work.)

ART. 5. In case a Fireman reports for duty and his services are not requred, he shall receive one-half of his regular pay, and stand first trip out on freight runs.

ART. 6. If at any time there shall be a surplus of Firemen (all things being equal) the older men shall have preference in order of their term of service.

ART. 7. At district terminals, where regular round house force is employed, Firemen are not to be required to clean flues or engine tanks, but will keep front ends and stacks well painted and in good order.

ART. 8. Where the services and qualifications have been equally satisfactory, the oldest Firemen shall have the preference of runs.

ART. 9. Candidates for promotion shall be selected from those of longest service and provided they are the most competent.

ART. 10. Firemen promoted to the position of Enginemen shall have preference for regular engine and service over Enginemen employed since their promotion.

ART. 11. Firemen shall be called for duty at district terminals by the regular Caller one hour (as nearly as practicable) before they are required to start with their trains. The Caller will be provided with a book giving the names of the crew, and number of train for which they are wanted, in which the Firemen must sign their names and enter the time of call.

ART. 12. Firemen required to dead-head over any part of the road on regular business shall be paid one-half the regular daily rate.

ART. 13. Firemen shall not be dismissed until their cases have been properly investigated by a board of inquiry appointed by the General Manager, of which the Superintendent of Machinery and Rolling Stock shall be Chairman, and Superintendent of Division and Master Mechanics or their representatives shall be members, together with two Firemen to be selected from among their number.

ART. 14. Whenever engines are shopped for general repairs, Firemen shall be furnished with other work when practicable.

ART. 15. Firemen shall not be required to go out when they claim to need rest, but are expected to give timely notice and take their rest at district terminals.

ART. 16. For attending court, at the request of the company, Firemen and Hostlers shall receive $2 per day (for expenses) in addition to their regular pay.

ART. 17. Complaints made by Enginemen, or others, against Firemen shall be made in writing; verbal complaints will not be considered.

ART. 18. Supplies will be put on all engines that arrive at district terminals, where regular round house force is employed, after 6 p. m. or depart before 7 o'clock a. m.

ART. 19. The pay of Hostlers shall be fixed upon a fair and equitable basis to be determined by the Division Master Mechanic, approved by the Superintendent of Machinery and Rolling Stock, and such pay shall be in proportion to the amount and character of work performed.

ART. 20. At division terminals, where regular round house force is employed, Hostlers will not be required to clean ash pans.

FITCHBURG RAILROAD COMPANY.

SCHEDULE OF ENGINEER'S PAY, ADOPTED MARCH 1, 1886.

1. The pay of Firemen when promoted, shall be two dollars and twenty-five cents ($2.25) per day for the first six (6) months, and twenty-five (25) cents per day additional every six (6) months until he obtains full pay.

2. If it becomes necessary, at any time, to put a Fireman to running, this time shall be counted in the first advance in wages, when he finally becomes an Engineer.

3. The full pay of Engineers shall be $3.50 per day for all road Engineers, except Consolidations, which shall be $3.75 and $3.25 per day for switching Engineers, and $4.25 per day for all Tunnel Passenger trains.

4. About one hundred (100) miles shall constitute a day's work.

5. If any man shall be more than eleven (11) hours in making his trip, he shall be allowed *pro rata* of the pay he is receiving for each and every hour that he is more than that on the road, provided the detention is not caused by his own negligence or carelessness.

6. A day's work shall begin when the Engineer reports for duty after being called, and shall end when the engine is delivered in the house, or into the care of some person appointed to take charge of same at end of the trip.

7. The pay of Engineers when working in the house, shall be $2.25 per day. Ten (10) hours to constitute a day's work in the house.

8. If a man is sent on road with train and shall run ten (10) miles and less than twenty (20) and work the balance of the day in the house, he shall receive one-half (½) of a running day and one-half (½) of a house day; his pay running to be according to rate received by him on road.

If he shall run twenty (20) miles and less than (50) and work the balance of the day in the house, he shall receive a running day's pay according to the pay he receives on the road.

9. When there are spare men in the house to send on road, the oldest men shall have preference, other things being equal, and the same to hold good in the putting on of new trains.

10. An Engineer committing a misdemeanor (for which he shall be suspended) shall have his case investigated as soon as possible after its occurrence, and if not found guilty, shall receive pay for time lost; and all decisions to be made by the Superintendent of Motive Power personally.

O. STEWART,
Superintendent of Motive Power.

G. F. SMITH,
H. A. SPEAR,
GEO. MUZZEY,
GEO. O. FAREWELL,
T. R. RICH,
J. W. ABBOTT,
W. E. TAYLOR,
E. L. BEMIS,
C. A. NOYES,
D. W. HILL.

KANSAS CITY, FORT SCOTT & GULF.---KANSAS CITY, SPRINGFIELD & MEMPHIS.---KANSAS CITY, CLINTON & SPRINGFIELD RAILROADS.

KANSAS CITY, MO., July 15, 1886.

WAGES—ON PASSENGER TRAINS.

For runs of 120 miles or less: Engineers, 3.5 cents per mile; Firemen, 1.9 cents per mile.

For runs of 121 miles or more: Engineers, 3.25 per mile; Firemen, 1.8 cents per mile.

Exception—Passenger runs between Olathe and Ash Grove, to be paid: Engineers, 3.15 cents per mile; Firemen, 1.8 cents per mile.

Engines on passenger trains will not be run through from Kansas City to Joplin, unless inadequacy of supply of engines renders it necessary.

ON FREIGHT TRAINS.

For all way trains: Engineers, 4.25 cents per mile; Firemen, 2.4 cents per mile.

For all through trains: Engineers, 4.0 cents per mile; Firemen, 2.25 ents per mile.

Exception—Firemen on ten (10) wheel engines will be paid: 'iremen, 2.4 cents per mile.

On runs of less than one hundred (100) miles, men to receive comensation for one hundred miles.

On over or delayed time on freight trains, rates will be: Engineers, 5 cents per hour; Firemen, 22.5 cents per hour.

On runs of one hundred (100) miles or more, when time occupied in iaking runs exceeds schedule time more than two hours, overtime to iclude the first two hours as well as the remainder of the overtime.

On runs of less than one hundred (100) miles that occupy more than welve (12) hours, when time taken to make the run exceeds the twelve ours by more than two hours, overtime to include first two hours in exess of twelve hours, as well as the remainder of the overtime.

Exceptions: On way train runs between Thayer and Nettleton, leven (11) hours will be the limit, and any time made in excess of that, 'hether on the road or switching at terminal points, men will be alowed regular delayed time rates.

On extra or special runs on Ozark or Arkansas divisions, overtime 'ill be allowed for the time in excess of thirteen (13) hours occupied in uch runs.

On construction or work trains: Engineers, $3.50 per day; Firenen, $2.00 per day.

Exception—On Arkansas division: Engineers, $3.75 per day; Firenen, $2.10 per day.

Twelve (12) hours to constitute a day's work; time worked in excess f that to be paid as follows: Engineers, 35 cents per hour; Firemen, 0 cents per hour.

SWITCHING.

Engineers, $2.75 per day; Firemen, $1.75 per day.

Exception—Engineers and Firemen on engines regularly employed n incline at Memphis and West Memphis, rate will be: Engineers, 3.00 per day; Firemen, $2.00 per day.

Twelve hours or less to constitute a day's work; time worked in exess of that to be paid for at the same rate.

ON MERIAM PARK OR FAIR GROUNDS RUN.

Engineers, 60 cents per hour; Firemen, 32 cents per hour. If engines n these runs are out only a short time or a few hours, they will stand irst out on their return to the Round House.

REGULATIONS.

Engineers and Firemen shall be called one hour before leaving time of trains they are to take out; and in case any of them fail or refuse to respond when called, without a satisfactory excuse, he will be suspended or discharged as the Master Mechanic may determine.

Callers will be supplied with books, in which men called will be required to register their names and time.

When engines are ordered out and are not used on account of trains being abandoned or for other causes, the Engineers and Firemen called to go on such engines will be paid 35 cents and 22½ cents respectively for every hour they are so held on duty, and will stand first out.

Engines will be run "*first in, first out,*" except when the Master Mechanic finds it necessary to change engines to suit the service required.

When an engine is ordered out for any irregular or special service (not otherwise provided for in these rules) for a few hours only, such engine will, on her return to Round House, stand first out on list, and for this service Engineers and Firemen will be paid 35 cents and 22½ cents per hour, respectively, for amount of time out.

Engineers and Firemen will not be required to go out when they need rest, and will judge for themselves as to whether they do or not.

The time of Engineers and Firemen will commence one hour after signing Caller's book (providing they report for duty by that time) and ends at the time shown on train sheet. If, however, there is any discrepancy between the Conductor's register and Round House register, and it is brought to notice of the Master Mechanic, he will investigate the matter carefully allowing such extra time as the men are justly entitled to. It being the intention that the time they are necessarily detained on their engines at ends of runs shall be included in computation of overtime.

Engineers and Firemen running light engines will be allowed passenger rates; and for dead-heading under orders, in the Company's service, will be allowed half time only, at the rate their service at the time may represent.

Engineers and Firemen regularly employed as Pushers at Ft. Scott, or other points, will be paid same rates as Switchmen.

Freight Engineers and Firemen will be allowed pay one hour overtime each time they double James River or Greenfield Hills.

Firemen on Ozark division will not be required to shovel coal onto the tenders of their engines.

No Engineer will be suspended or discharged without sufficient cause. In case any Engineer thinks his suspension or discharge unjust, he may submit to the Master Mechanic a written statement of the facts and

designate an Engineer running on the same division, with whom the Master Mechanic will, without necessary delay, make an impartial investigation of the case in question, and make a prompt report of their conclusion to the Superintendent, who will, if the facts warrant the conclusion that the suspension or discharge was undeserved, authorize the immediate reinstatement of the person concerned.

GEO. H. NETTLETON,
General Manager.
L. W. TOWNE,
Superintendent.
J. S. MCCRUM,
Master Mechanic.

LOUISVILLE & NASHVILLE RAILROAD.

AMENDED AGREEMENT BETWEEN THE LOUISVILLE & NASHVILLE RAILROAD COMPANY AND ITS ENGINEMEN AND FIREMEN.

1. No fines will be imposed on Enginemen and Firemen for damage caused by their negligence; but suspension or discharge will be adopted, as the case may seem to require.

2. Enginemen will not be indefinitely suspended, or otherwise punished for killing or injuring stock, unless it is clearly shown that they have been negligent, or did not use proper care and judgment; and, where punishment is inflicted, the extent of such punishment will be determined by the Superintendent and Master Mechanic of the Division, subject to appeal to the General Manager.

3. Road delay time will not be allowed until the schedule time of the train shall have been exceeded by two hours. Enginemen and Firemen will be paid for road delay time, respectively, 35 and 17½ cents per hour for every hour and fractional part thereof, including the first two hours, in case of trains starting behind schedule time, meaning the number of hours of schedule time of the train upon which the trip is commenced.

Yard delay time shall commence from the time of arrival within the yard limit boards at terminals. When delayed by yardmen, or by any other cause in the yard, or when delayed by yardmen immediately outside of the yard limit boards, they shall be allowed yard delay time when the delay exceeds thirty minutes, as per rate above named.

Wages will be computed one hour after the Engineman and Fireman are called.

Road delay time for extra trains will be arrived at by taking the average time of the schedule trains on that division, passenger or freight, as the case may be, leaving out, in the case of freight trains, one fast freight each way.

4. Hostlers will be furnished to take through freight and passenger engines when they arrive in the yard at terminals, provided the Engineman and Fireman cannot bring them to the Round House within thirty minutes after the time of arrival; otherwise they will be paid 35 cents and Firemen 17½ cents per hour or fractional part thereof, for the time they are delayed beyond thirty minutes.

5. Enginemen will not be held responsible for excess in the rate of speed of their trains down grade, when they have no control of the speed of the trains; provided, however, that they bring their trains over the summit at proper speed, and use care and good judgment afterwards in giving signals for the application of brakes when circumstances render it necessary to do so.

6. Enginemen and Firemen who may be suspended will be given a hearing within five days, and will be notified promptly of the result of the investigation.

In case the Engineman or Fireman so suspended is found to be innocent, he will be paid for the time the suspension was in effect at the rate for road Enginemen and Firemen of $3.50 and $1.75 per day, respectively, and for switch Enginemen and Firemen the rates they would have received had they been at work.

7. Hostlers will be held responsible for any damage they may do to engines while in their charge. Enginemen and Firemen will be likewise held responsible for damage to engines while in their charge.

8. Enginemen and Firemen of timber trains, or trains doing similar work at irregular hours, will be paid one day for twelve hours service or less; and will be paid, respectively, 30 and 15 cents per hour, for each hour or fractional part thereof in excess of twelve hours, in addition to the regular rate of $3.50 and $1.75, respectively, per day.

Time to begin when the Enginemen and Firemen take their engine for duty, and end upon arrival at destination or when the engine is laid up.

9. When Enginemen and Firemen are called to go out and the train is afterwards discontinued, they will be paid, respectively, 35 and 17½ cents per hour, computing the time from one hour after they are called until they are notified of the discontinuance of the train and relieved of their engine. Enginemen and Firemen thus called will stand first out, provided it does not interfere with men who have regular runs.

10. For attending court, or appearing before proper persons to give evidence, when notified to do so by the proper officers of the Company,

Enginemen and Firemen having regular engines, or regular runs, will be paid the amount their engines make during their absence; other road Enginemen and Firemen will be paid respectively $4 and $2 per day, computed from the time they leave their homes or the time they are marked to go out until they return. This shall not prevent the Company from using Enginemen and Firemen having regular engines, on other engines and runs before their engines return if needed. No pay will be allowed in cases where the time so consumed does not interfere with the Engineman or the Fireman making his regular trip and having the necessary time to rest.

Switch Enginemen and Firemen will be paid for court attendance their regular daily rate, and in case they are are ordered away from home to attend court, they will each be allowed one dollar per day in addition during their absence for expenses.

Enginemen and Firemen will be furnished transportation to and from court.

11. Enginemen and Firemen will be given an equal chance alternately, as far as practicable, on the long runs of the Clarksville Division with the short runs of the Second Division, so as to give each his proper and equal share of the short runs each month.

12. The following rates of pay will be added to the schedule now in effect:

Pensacola Division, for single trip between Pensacola and Flomaton, $2.50.

St. Louis Division, for round trip excursion train East St. Louis and Queen's Lake, $3.50.

13. The Company will continue the existing regulations providing for a Board of Inquiry, composed of the Division officers, for the investigation of all accidents, offenses, or misconduct that may occur upon any of the different divisions. A careful and correct report will be made of the evidence given and action taken, and the conclusion of the Board will be referred to the General Manager for his approval or disapproval, as he may deem best.

14. Enginemen and Firemen when going for an engine, or returning after delivering one under orders, will be paid one and one-half, and three-quarters of a cent, respectively, per mile for the distance traveled.

15. Enginemen and Firemen will be called one hour before the leaving time of trains, within the hours and limits and under the regulations already in effect. The Caller will be furnished with a book which must be signed by the Enginemen and Firemen, which shall show the train for which the men are called and also the time they are called. Any

Engineman or Fireman failing to properly respond after being called, will be suspended or discharged, at the discretion of the Master Mechanic.

16. The Company will furnish a man to do packing on engines which run first in and first out and double.

17. The older Enginemen and Firemen in the service of the Company shall have preference of runs, if competent and worthy.

18. Enginemen of helping, pushing, and construction engines, shall be paid $3.50 per day of twelve hours or less; all over twelve hours to be paid at the rate of 30 cents per hour, or fractional part thereof.

When road Firemen are used on construction trains, which are not provided with boarding cars, they will be paid half the rates paid to the Enginemen. Firemen on engines handling pile drivers will be paid $1.75 per day.

19. Enginemen and Firemen of wrecking trains shall be paid respectively, 35 and 17½ cents per hour, time to be computed from the time the train starts, or one hour after the men are called, until return to point of starting. In case the train is made up before returning for the purpose of allowing the men necessary time for rest and sleep, such proportion of the time will be deducted from the whole, and only the time on duty will be paid for, a minimum of four hours will be allowed, but no mileage will be paid for it.

20. Switch and Transfer Enginemen will be allowed the following rates of pay at the points designated below.

LOUISVILLE DIVISION.

Louisville, Rowland and Jellico, $2.50 per day.
Helping engine, Muldraugh's Hill, $3.50 per day.
Helping engine, Muldraugh's Hill (promoted Firemen), $3.25 per day
Transfer engine, Louisville and South Louisville, $2.75 per day.

L. C. & L. DIVISION.

Louisville and Wilders, $2.50 per day.
Transfer engine, between East Louisville and Sonth Louisville, $2.75 per day.
Transfer engine, between Cincinnati and Wilders, $2.75 per day.
Lexington switching, $2.50 per day.
Frankfort, helping and switching, $2.75 per day.

SECOND DIVISION.

Bowling Green, $2.50 per day.

NASHVILLE & DECATUR DIVISION.

Nashville, switching, $2.50 per day.
Nashville, transfer, $2.80 per day.

S. & N. A. DIVISION.

Birmingham, $2.50 per day.
Decatur, $2.50 per day.

M. & M. DIVISION.

Montgomery and Flomaton, $2.50 per day.

N. O. & M. DIVISION.

Mobile and New Orleans, $3 per day.

P. & A. R. R. AND PENSACOLA DIVISION.

Pensacola and River Junction, $2.50 per day.

MEMPHIS LINE.

Memphis, $2.75 per day.
Clarksville and Guthrie, $2.50 per day.

HENDERSON DIVISION.

Edgefield, Earlington, Hopkinsville, switching, $2.50 per day.
Bakers Hill, helping engine, $3.50 per day.

ST. LOUIS DIVISION.

Mt. Vernon and Evansville, $2.50 per day.
East St. Louis, $2.75 per day.
Belleville, Ill., $2.50 per day.

Twelve hours or less to constitute a day's work, and all over twelve hours to be paid pro rata for every hour or fractional part thereof.

21. Local grievances shall be taken up with the Division Officers, who will carefully consider them: and in case an amicable adjustment of them cannot be reached they will submit them to the General Manager through the Division Officers, in the manner already prescribed.

Grievances to be considered must be presented within sixty days after their occurrence.

22. In case a difference of opinion as to the construction of this agreement should arise between the Enginemen or Firemen and the Division Officers, a written statement of the questions at issue mnst be submitted by the Enginemen or Firemen (as the case may be) to the General Manager, through the Division Officers and Superintendent of Machinery, for his construction.

23. Classification of road Enginemen is hereby abolished.

Firemen shall not be required to paint or black smoke-stacks, extension smoke-arches, or clean pilots, cylinders, or the machinery below the running boards of engines, or clean tanks except on timber trains and such regular trains on the P. & A. R. R. and Pensacola Division as are doing this work now.

25. No Engineman or Fireman will be suspended or discharged for serving on this or any other committee.

Amended to take effect August 1, 1887.

(Signed), S. W. PETTIBONE, JAS. L. MILLER,
C. A. MEGLEMERY, JOHN T. WALLER,
R. B. ATKINSON, JAMES FITZPATRICK,
A. J. WELLER, R. B. MCLAREN,
JOHN MORGAN, C. E. PIERCE,
W. C. VAWTER, B. L. BARCLAY.
A. M. NANCE,

FIREMEN.

WM. MEFFERT, CLARK RAE,
JAS. J. LAWSON, W. H. HAWKINS,
F. G. HARRISON, J. WAGNER,
T. MARRION, H. E. STITELER,

Approved, J. T. HARAHAN,
Gen'l Manager.

LAKE ERIE & WESTERN RAILROAD CO.

Geo. L. Bradbury, General Manager.

Schedule of pay for Firemen, to govern on and after October 1, 1887:

1. For Passenger Firemen, 1.55 cents per mile, 100 miles or less to constitute a day's work.

Branch, 1½ cents per mile.
Through freight Firemen, Main Line, 2 cents per mile.
Through freight Firemen, I. & M. C. Division, 2 cents per mile.
Through freight Firemen, 5th Dist., allow 80 miles, 2 cents per mile.
Local freight Firemen, Main Line, 2¼ cents per mile.
Local freight Firemen, I. & M. C. Division, 2¼ cents per mile.
Local freight Firemen, 5th Dist., allow 85 miles, 2¼ cents per mile.
Mixed freight Firemen, Branch, 2 cents per mile.

2. Firemen on construction, work or wrecking trains, $1.50 per day of ten hours, and fifteen cents per hour for all time over ten hours.

3. Firemen on either freight or passenger trains to be allowed 17½ cents per hour for all delayed time on the road in excess of two hours over the schedule time. In event of the schedule being changed, the right is reserved to change the pay to correspond with the previous schedule.

4. Firemen not to be called until one hour of the time for train to leave; the caller to be provided with a book in which the Fireman is to register his name and the time called. Any Fireman failing to respond after being thus called, shall be suspended or discharged, as the Master Mechanic or Superintendent may determine. Should train for which Fireman is called be abandoned, he shall receive not less than three hours pay at 15 cents per hour and the same for each and every hour until relieved from duty.

5. The completion of a trip shall be when engine is delivered on coal or round house track, or in hands of man authorized to take charge of it.

6. When a Fireman has started on a trip, and engine becomes disabled and he is compelled to return to the shop, he shall be paid actual mileage to place of accident, and at the rate of 15 cents per hour until Fireman is relieved or engine returned to shops.

7. Firemen held off their engines on company business, or as witnesses in law suits, shall be allowed a rate of $1.75 per day.

8. Firemen suspended for any cause shall be granted a thorough investigation within five days, and receive pay for every day thereafter until a decision has been reached. In event of the accused being dissatisfied with the decision reached, he may appeal his case to the General Manager, who after investigating the evidence submitted, pro and con, shall render a decision, which decision shall be final.

9. Firemen going over the road with light engine shall receive 1.55 cents per mile. Firemen dead-heading on passenger train to take an engine shall receive three-quarters (¾) cents per mile.

When a road Fireman is called upon to do any switching or construction work, thereby losing his turn upon the road, he shall receive $1.50 for the day of ten hours or less.

Switching Firemen at Sandusky, Findlay, Muncie, Bloomington, Indianapolis and Michigan City, $1.25 per day; Lima and Peru, $1.37½ per day; Lafayette, $1.50 per day.

Twelve hours or less to constitute a day's work.

T. H. WADE,
M. E. CLARK,
F. B. LEWIS,
Committee.

GEO. L. BRADBURY, General Manager, L. E. & W. R. R.

MACKEY SYSTEM.

TO THE OFFICERS OF THE MACKEY SYSTEM OF RAILROADS:

EVANSVILLE, Ind., June 28, 1886.

We, the undersigned committee, representing the Firemen employed on the above system, respectfully ask that the following scale of pay be received by them:

1. Passenger Firemen to receive one and seven-tenths (1 7-10) cents per mile.

Local freight Firemen to receive two (2) cents per mile.

Through freight Firemen to receive two (2) cents per mile.

Firemen of light engines to be paid same as passenger Firemen.

Firemen of engine and caboose to be paid same as through freight Firemen.

2. Firemen on all work or construction trains to receive one dollar and seventy-five ($1.75) cents per day, from eight to ten hours to constitute a day, under eight or over ten hours to be paid at the rate of seventeen and one-half (17½) cents per hour.

3. That all yard and belt Firemen, including the New Harmony branch of the P. D. & E., receive one dollar and fifty ($1.50) cents per day, eight to ten hours in the yard to constitute a day; all under eight or over ten hours to be paid at the rate of fifteen (15) cents an hour.

5. We further ask that all Firemen be paid for all delayed time over one hour, at the rate of seventeen and one-half (17½) cents per hour as per present time cards, P. D. & E., No. 23; E. & T. H., No. 21; E. & I., No. 3, and that they receive fifteen (15) cents per hour for watching all work or construction engines when lying at non-terminal points and that they receive pay for ten miles for doubling each hill with more cars than engine can pull.

6. That you place a day and night hostler at all terminal and division terminal points, whose duty it will be to fire up all engines, clean out all fires, ash pans and extension ends, also to get all engines out of round houses, and to put all engines in round houses.

7. That you have a man to take care of and black all stacks and front ends.

8. That no fireman be disqualified, suspended or discharged without a just cause, and a fair trial.

ED. A. MCGRIFF,
W. G. MCCUTCHEON,
MORRIS HOFFMAN,
C. J. SINGLETON.

Approved and in effect as of August 1, 1886.

W. D. EWING,
General Manager.

NEWPORT NEWS & MISSISSIPPI VALLEY RAILROAD.

AMENDED AGREEMENT BETWEEN THE NEWPORT NEWS & MISSISSIPPI VALLEY COMPANY, WESTERN DIVISION, AND ITS ENGINEMEN, THE SAME ALSO APPLYING TO THE FIREMEN THEY BEING REPRESENTED BY THEIR COMMITTEE.

1. No fines will be imposed upon Enginemen and Firemen for damage caused by their negligence, but suspension or discharge will be adopted, as the case may seem to require.

2. Enginemen will not be indefinitely suspended or otherwise punished for killing or injuring stock, unless it is clearly shown that they have been negligent, or did not use proper care and judgment; and, when punishment is inflicted, the extent of such punishment will be determined by the Superintendent of Motive Power, Master of Transportation or Assistant Trainmasters and General Foremen, subject to appeal to the Superintendent.

3. Road delay time will not be allowed until the schedule time of the train shall have been exceeded by two hours. Enginemen and Firemen will be paid for road delay, respectively, 35 and 17½ cents per hour for every hour and fractional part thereof, including the first two hours.

In case of trains starting behind time (schedule time means the number of hours of schedule time of the train upon which the trip is commenced) yard delay time shall commence from the time of arrival within the yard limit boards at terminals. When delayed by yardmen, or by any other cause, in the yard, or when delayed by yardmen immediately outside of the yard limit boards, they shall be allowed yard delay time when the delay exceeds thirty minutes, as per rate above named.

Wages will be computed one hour after the Engineman and Fireman are called.

Road delay time for extra trains will be arrived at by taking the average time of the schedule trains on that division, passenger or freight, as the case may be, leaving out in the case of freight trains, one fast freight each way.

4. Hostlers will be furnished to take through freight and passenger engines when they arrive in the yards at terminals, provided the Engineman and Fireman cannot bring them to the Round House within thirty minutes after the time of arrival; otherwise they will be paid 35 cents and Firemen 17½ cents per hour, or fractional part thereof, for the time they are delayed beyond thirty minutes.

5. Enginemen will not be held responsible for excess in the rate of speed of their trains down grade when they have no control of the speed

of their trains; provided, however, that they bring their trains over the summit at proper speed, and use care and good judgment afterwards in giving signals for the application of brakes when circumstances render it necessary to do so.

6. Enginemen and Firemen who may be suspended will be given a hearing within five days, and will be notified promptly of the result of the investigation.

In case the Engineman or Fireman so suspended is found to be innocent, he will be paid for the time the suspension was in effect at the rate for road Enginemen and Firemen of $3.50 and $1.75 per day, respectively, and for Switch Enginemen and Firemen the rates they would have received had they been at work.

7. Hostlers will be held responsible for any damage they may do to engines while in their charge. Enginemen and Firemen will be held likewise responsible for damage to engines while in their charge.

8. Enginemen and Firemen of timber trains, or trains doing similar work at irregular hours, will be paid one day for twelve hours' service or less; and will be paid respectively thirty and fifteen cents per hour for each hour or fractional part thereof in excess of twelve hours, in addition to their regular rate of $3.50 and $1.75, respectively, per day.

Time to begin when the Engineman and Fireman take their Engine for duty, and end upon arrival at destination, or when the engine is laid up.

9. When Enginemen and Firemen are called to go out, and the train is afterward discontinued, they will be paid respectively thirty-five and seventeen and one-half cents per hour, computing the time from one hour after they are called until they are notified of the discontinuance of the train and relieved of their engine. Enginemen and Firemen thus called will stand first out, provided it does not interfere with men who have regular runs.

10. For attending court, or appearing before proper persons to give evidence, when notified to do so by the proper officers of the Company, Enginemen and Firemen having regular engines or regular runs will be paid the amount their engines make during their absence. Other road Enginemen and Firemen will be paid respectively $4.00 and $2.00 per day, computed from the time they leave their homes, or the time they are marked to go out, until they return. This shall not prevent the Company from using Enginemen and Firemen having regular engines, on other engines and runs before their engines return, if needed. No pay will be allowed in cases where the time so consumed does not interfere with the Engineman or the Fireman making his regular trip and having the necessary time to rest.

Switch Enginemen and Firemen will be paid for court attendance their regular daily rate, and, in case they are ordered away from home to attend

court, they will each be allowed $1 per day in addition during their absence for expenses.

Enginemen and Firemen will be furnished transportation to and from court.

11. The Company will continue the existing custom of having transportation and mechanical officers investigate all accidents, offenses or misdemeanors, etc., which may occur. A careful and correct report will be made, with the evidence given and action taken; and the conclusions arrived at will be referred to the Superintendent for his approval or disapproval, as he may think best.

12. Enginemen and Firemen when going for an engine, or returning after delivering one under orders, will be paid one and one-half, and three-quarters of a cent, respectively, per mile for the distance traveled.

13. Enginemen and Firemen will be called one hour before the leaving time of their trains, when they live within one-half mile from the point where they take charge of their engines.

The Caller will be furnished with a book, which must be signed by the Engineman and Fireman, which shall show the train for which the men are called, and also the time they are called. Any Engineman or Fireman failing to properly respond after being called will be suspended or discharged, at the discretion of the Superintendent of Motive Power.

14. The Company will furnish a man to do packing on engines which run first in and first out and double; but this does not apply to the cases where Enginemen have regular engines as at present.

15. The older Enginemen and Firemen in the service of the Company shall have preference of runs, if competent and worthy.

16. Enginemen of helping, pushing, and construction engines shall be paid $3.50 per day of 12 hours or less, all over 12 hours to be paid at the rate of 30 cents per hour or fractional part thereof.

17. Enginemen and Firemen of wrecking trains shall be paid respectively, 35 and 17½ cents per hour, time to be computed from the time the train starts, or one hour after the men are called until return to point of starting. In case the train is laid up before returning, for the purpose of allowing the men necessary time for rest and sleep, such proportion of the time will be deducted from the whole, and only the time on duty will be paid for; a minimum of four hours will be allowed, but no mileage will be paid for it.

18. Switch and Transfer Enginemen will be paid $2.50 per day at all points except Memphis, where they will be paid $2.75 per day; 12 hours or less to constitute a day's work, and all over 12 hours to be paid pro rata for every hour or fractional part of an hour.

19. Local grievances shall be taken up with the officers of the transportation and mechanical departments, who will carefully consider them, and in case an amicable adjustment can not be reached

they will submit them to the Superintendent in the manner already prescribed. Grievances to be considered must be presented within 60 days after their occurrence, in writing.

20. In case a difference of opinion as to the construction of this agreement should arise between the Enginemen or Firemen and the Officers of the Transportation and Mechanical Departments, a written statement of the questions at issue must be submitted by the Enginemen or Firemen (as the case may be) to the Superintendent, through the Superintendent of Motive Power.

21. Classification of road Enginemen is hereby abolished.

22. Firemen shall not be required to paint or black smoke stacks, extension smoke arches, or clean pilots, cylinders, or the machinery below running-boards of engines, or clean tanks.

23. Engineers on all local freights shall be paid $4.25 per day.

24. Engineers on all through and special freight trains shall be paid $4 per day; 100 miles or less shall constitute a day's work; all over 100 miles to be paid at the rate of four cents per mile.

25. Engineers on all passenger trains shall be paid $3 per day, 100 miles or less to constitute a day's work; all over 100 miles to be paid three cents a mile.

26. Engineers on trains 3 and 4 shall be paid (between Louisville and Cecelia) $2.50 each way, as they now run.

27. When road Engineers are required to run on the Elizabethtown Branch, they shall be paid $4 a day.

28. All Firemen shall be paid 50 per cent of all rates paid to Engineers, unless otherwise specified elsewhere in these articles.

29. Firemen shall not be required to draw supplies between 6 p. m. and 7 a. m.

30. Hostlers shall be paid $55 per month, and shall be considered in line of promotion.

31. No Enginemen or Firemen will be suspended or discharged for serving on this or any other committee.

This agreement to take effect August 1, 1887.

CHAS. W. SOMMER,
PETE MURPHY,
JAMES DUGAN,
Engineers.
HENRY B. DRULLARD,
WM. C. DUNCAN,
C. C. CARLISLE,
Firemen.
JAS. L. FRAZIER,
Superintendent.

Approved: JNO. ECHOLS, Third Vice-President.

LOUISVILLE, Ky., July 29, 1887.

NEW JERSEY CENTRAL RAILROAD.

AN AGREEMENT BETWEEN THE ENGINEERS AND FIREMEN AND OFFICERS OF THE NEW JERSEY CENTRAL R. R.

We, the undersigned, representing the Central Railroad Company of New Jersey, its leased lines and branches; and we the Engineers and Firemen employed on the same do hereby promise and agree to recognize in good faith, and strictly adhere to each and all terms and provisions contained in the following contract or agreement:

ARTICLE 1. The pay of all Engineers on the New Jersey Central and New Jersey Southern Divisions shall be $3.25 per day, 100 miles or less to constitute a day's work. All over 100 miles to be paid at the rate of 3¼ cents per mile.

The pay of passenger Engineers on the L. & S. Division making over 100 miles shall be $3.25 per day of 100 miles or less, and 3¼ cents per mile for all additional miles; $3.50 per day of 100 miles or less for other passengers, coal and freight runs, and 3½ cents per mile for all over 100 miles.

ART. 2. All Firemen on the New Jersey Central and New Jersey Southern Divisions shall receive $2.10 per day, 100 miles or less to constitute a day's work. All miles over 100, two cents per mile.

The pay of passenger train Firemen on the L. & S. Division running over 100 miles, shall be $2.10 per day of 100 miles or less, and two cents per mile over 100 miles, and $2.25 per day for all other schedule passenger, freight, and coal train Firemen who only make 100 miles or less, and $2.25 per day for coal trains not on schedule, with over-time at the rate of 22½ cents per hour, subject to Article 3.

ART. 3. All short runs of 100 miles or less, freight, passenger, coal and shifting, 11 hours or less to constitute a day's work, all over 11 hours to be paid at the rate of ten miles per hour, time to commence at schedule leaving time, and to end with engine on ash pit.

ART. 4. All extra Engineers and Firemen shall be paid at the same rate as provided for in Articles 1 and 2 and shall not receive less than a full day's pay when ordered to report for duty.

ART. 5. Twelve hours or less shall constitute a day's work or a day's run on all freight and coal trains, except as provided for in Article 3, and no extra pay for delayed time will commence until after the expiration of 12 hours, except Phillipsburg and Jersey City freight and coal trains, which shall be 13 hours: the same rate is to be paid for delayed time as is provided for in Articles 1 and 2, which is to be based on ten miles per hour.

ART. 6. When an Engineer and Fireman are called to go out and are discontinued, they shall receive 50 miles, but after they once get

their engine out of the house and are then ordered in, they shall receive 100 miles' pay. They must, however, hold themselves subject to call for half a day, or a full day, as the case may be.

ART. 7. Engineers and Firemen traveling on the company's business, shall be paid as per Articles 1 and 2 of this agreement.

ART. 8. Engineers and Firemen who may be suspended shall be given a hearing within five days, and shall be notified promptly of the result of the investigation. If found that they have been unjustly suspended, they shall be paid half time for all time lost.

ART. 9. The oldest Engineer and Fireman in service shall have the preference in line of promotion, provided he is entirely capable and his record is good.

ART. 10. Engineers and Firemen who go out early or irregular hours, shall be called one and one-half hours before their leaving time, provided they reside within a radius of one mile of the engine houses in which their engines lay over.

ART. 11. Engineers and Firemen must turn their engines over to Hostlers at the end of trip, who will coal them up when necessary, and fix fires for duty, but Engineers shall take their own engines out of the house when entering upon their trip.

ART. 12. Hereafter all grievances which may arise shall be settled by arbitration with the Engineers and Firemen and the officers of the road.

This to take effect February 1, 1887.

J. H. OLHAUSEN, General Superintendent.
W. W. STEARNS, Superintendent.
GEO. W. TWINING, Superintendent.
WM. V. CLARK, Superintendent.

For Engineers—M. N. CLAPP, General Chairman.
" " —W. H. LOVELL, Secretary.
For Firemen—C. A. WILSON, General Chairman.
" " —P. W. SNYDER, Secretary.

NEW YORK, LAKE ERIE & WESTERN, NEW YORK, PENNSYLVANIA & OHIO RAILROADS.

AS DETERMINED AT SALAMANCA, N. Y., MARCH 10th, 11th AND 12th, 1887. NEW YORK, N. Y., MARCH, 16, 17th AND 18th, 1887. IN EFFECT APRIL 1st, 1887.

1. Twelve hours or less to constitute a day's work. Overtime at 1-10 day per hour.

2. Enginemen, Road and Construction service, per day; first year, 2.75; second year, $3.10; thereafter, $3.60. Switching service, first year, 2.60; second year, $2.80; thereafter, $3.00. Dead-heading, one-half ctual trip rates.

3. Firemen, all service, per day, first year, $1.75: second year, $1.90; hereafter, $2.12 (without distinction of engines); as Hostlers, $2.25 per ay. Dead-heading, one-half actual trip rates.

4. Enginemen or Firemen called for a train which is subsequently bandoned, and engine returned to round house by order, shall be allowed ne-half day. In case the first train is abondoned and engine crew is eld on duty and assigned to a subsequent train, the trip and time allownce shall be made under the general rule.

5. Enginemen or Firemen, used as witnesses in suits brought or deended by the Company, shall be allowed actual trip rates for trips lost, lus day rates for time consumed when trips are not lost, plus expenses. 'ayment for witness service shall be by voucher.

6. Wrecking service is special service, the time allowance for which iust be determined by the circumstances of each individual case. Road rews called upon to do wrecking service, when upon their regular runs, detained thereby so that the time of trip exceeds the time limit under ie general rule, will be compensated by over-time in the regular way.

7. Qualifications being equal, the oldest man shall have the prefernce of engines and trains (provided that the engines assigned to certain uns shall not be withdrawn from such runs on account of this rule). If case should occur where, after fair investigation, it is deemed necesary for the interest of the Company to place a younger man on a suerior train in preference to an older man on the list, a record shall be ept, stating reasons why such deviation from rule was made.

This rule shall not affect enginemen who are running first-class rains, April 1st, 1887. (A new list to be made, placing the men in the ame order they are then running.)

8. All vacancies or regular runs or jobs shall be advertised on all ulletin boards, and such vacancies given to the oldest men, in accordnce with the Roll of Honor, provided always that such applicant so dvanced shall be determined to be thoroughly competent for such posiion.

9. No Engineman or Fireman shall be suspended or discharged without a hearing and investigation, which shall be given at the earliest racticable time. (This, of course, does not apply to suspension pending vestigation.)

10. Enginemen or Firemen on trial may have the privilege of calling and having present during the investigation any actual witness of the ffense being investigated.

11. Enginemen or Firemen found blameless under investigation shall be allowed one-half pay for time lost; it being understood that half-pay means one-half regular rates for trips or time actually lost.

12. All suspensions of Enginemen or Firemen shall be definite (excepting only suspensions pending investigation); the time of suspension to be computed from the time the party was originally taken off pending investigation.

13. Monthly passes will not be re-issued to Enginemen or Firemen suspended for over thirty days.

14. An Engineman or Fireman leaving the service (either discharged or by his own choice) shall be furnished a letter (signed by the Master Mechanic and Superintendent, with the stamp or seal of office affixed) stating his record.

15. Work report books will be opened and maintained at all terminal round houses.

16. Hostlers to be stationed and used as follows: Jersey City, none (same as now); Bergen, for east bound incoming trains only; Newburgh, for passenger engines arriving and departing only; Port Jervis, for all engines, both passenger and freight, arriving only; Susquehanna, for east bound passenger engines arriving only—and for both east bound and west bound freight engines arriving only; Hornellsville, for passenger engines, both east bound and west bound, arriving and departing; Rochester, none (same as now): Avon, none (same as now); Buffalo, for all passenger engines, both arriving and departing, and all freight engines arriving. Departing freight engines will be brought from round house to "J. U." by hostlers, and taken from there by road crews. Salamanca, for passenger engines, both arriving and departing—arriving freight engines to be turned over to hostlers on ash-pit; Bradford, passenger engines arriving and departing—and freight engines arriving only; Meadville, Kent, Galion, Cleveland, same as at present. It is understood that round trip rates cover the service of handling locomotives at turning points.

17. Engine crews running regular trains shall be furnished an engine for making each regular run, with the reservation that exceptions will probably have to be made to this rule in certain cases, to meet emergencies of service.

18. Enginemen and Firemen on every-other-day runs, shall be at liberty on arrival in from return trip, provided that it is understood that Enginemen or Firemen, when notified, on their arrival in from such runs, that they may possibly be wanted for special service before their regular time for going out, shall not absent themselves from their houses or boarding places without keeping the Superintendent advised where they can be found: provided, also, that under such circumstances

there shall be no claim for compensation on the part of Enginemen or Firemen, unless held at a round house or on their engines by special instructions, in which they shall be allowed 1-10 day per hour, as in case of over-time.

19. All committees of Enginemen or Firemen will cheerfully be granted leave of absence, as soon as possible after applied for, when they wish to present any matters to any of the officials of the Company.

20. The matter of making up freight trains is one for which no general rule can be established, and it must be determined by the proper officers who have intimate knowledge of the local conditions.

21. Calling cards (the same as now used on the N. Y. P. & O.) to be used on the Erie proper. The time designated on such card as the leaving time of the train shall be the time from which the allowance is to computed. This shall not be construed as implying that the Company agree to make any provision for calling Enginemen and Firemen who live at any unreasonable distance from the engine dispatcher's office.

22. Road Enginemen who have become disqualified for road service, whether by age, sickness or accident, if able to properly do switching service, may drop back into switching service at road rates.

23. The Firemen's Roll of Honor on the several divisions will be carefully revised with a view to placing all Firemen in proper position on the same, and such modifications as is determined to be reasonable and just will be effected.

24. No Fireman shall regularly run an engine without first having passed examination and taken grade as an Engineman. All Firemen promoted after April 1, (except those who have been used as Enginemen out of turn) shall be credited with the time they have actually been used as Enginemen.

25. The present system of examination of Firemen for promotion to Enginemen to be continued.

26. Engines on the rounds, when having no regular crew or crews assigned to them, shall have oil cans filled lamps filled and trimmed (but not lighted) by round house men, but the fires must be put in condition by the Firemen; provided, that this shall not be construed as exempting Enginemen or Firemen from knowing that tools and supplies on engines are all right when starting off on the road.

27. Firemen will not be absolutely required to clean switching engines below the running boards, although it is expected that Firemen of switching engines will take reasonable pride in having the exposed bright work of the engines kept clean, and will contribute to that result as far as possible.

28. In filling hostlerships the preference will, in general, be given to Firemen in the order of their age and service, although the Company reserves the right to fill hostlerships otherwise in special cases, if found advisable.

29. In answer to the request that the Company should employ no Firemen who are not members of the Brotherhood of Locomotive Firemen, the general reply is made that this Company can not take any action or contribute to any action which would operate to exclude from its service any class of free labor.

30. The rates of switching engines at Jersey City Car Shop, Newark, Patterson, Newburg, Goshen, Middletown and Port Jervis Coal Pockets, to be the new rates for switching service, except in those cases where special rates have already been established for individual reasons. The run from Port Jervis to Newburg and return to be allowed 1½ days; overtime under the general rule.

31. The run from Port Jervis to Honesdale, and thence to Lackawaxen and Susquehanna to be rated as 1 4-6 days. It is not agreed that an engine especially for switching service shall be stationed at Honesdale. The run from Port Jervis to Lackawaxen and return to be paid three-fourth of a day. The run from Susquehanna to Deposit and return to be allowed one-half day.

32. Engine crews hauling trains 17 and 18 to be allowed one day for trip between Binghamton and Corning.

33. No changes asked for.

34. Engine crews hauling trains 16, 11, 24 and 25 between Buffalo and Avon, will be allowed 1½ days for each round trip. The case of the engine working between Buffalo and Black Rock is already especially provided for, by allowing the crews road pay for switching service. Switching engine in service at Castile to be paid for at road rates. Switching engine in service at Tonawanda to be paid for at switching rates.

35. Switching engines at Avon and Rochester to be classed as at present, and rated as in switching service. Engine crews hauling trains 2 and 3, between Rochester and Elmira, to be allowed 1 1-6 days per single trip.

36. No changes.

37. No changes, except that local freights will be allowed 1 1-6 time.

38. No changes, except that local freights will be allowed 1 1-6 time.

39. No changes, except that local freights will be allowed 1 1-6 time. Switching crews at Silver Creek shall be allowed road rates.

40. All through runs, passenger and freight, to be allowed 1 1-10 days. Local freights to be allowed 1 1-6 time. Neither passenger nor

freight men now running on Third Division of the N. Y., P. & O. shall have any right to take trains or runs on Fourth Division of N. Y., P. & O. over men who are now running on the Fourth Division, except when vacancies occur in the future.

41. No changes except that local freights will be allowed 1 1-6 time. The request that all trains or engines receiving orders, or indicated on time card, shall be considered in road service, is not granted.

42. These articles of agreement to take effect April 1, 1887.

For the Enginemen:

GEO. N. BROWN,
A. W. LOGAN,
E. CRAWFORD,
J. J. LANNON,
Committee.

For the Company:

B. THOMAS,
General Superintendent N. Y., L. E. & W. R. R. Co.
J. R. SHALER,
General Superintendent N. Y. P. & O. R. R.
R. H. SOULE,
General Manager N. Y., L. E. & W. R. R. Co., and N. Y., P. & O. R. R.

NEW YORK, NEW HAVEN & HARTFORD R. R. CO.

Leased and Operated Lines and Branches.

We, the undersigned, representing and in behalf of the above railroad and the Engineers and the Firemen employed upon the same, do hereby promise and agree to recognize in good faith, and adhere strictly to each and all terms and provisions contained in the following contract or agreement:

ARTICLE 1. No Engineer or Fireman shall be suspended, or discharged, upon any charge whatever without first having a fair and impartial hearing and his guilt established beyond a doubt.

ART. 2. Engineers on all Passenger and Branch trains shall be paid at the rate of 3¼ cents per mile; 100 miles or less to constitute a day's work; all over 100 miles shall be paid at the rate of 3½ cents per mile. The pay of gravel and work train Engineers, on main line shall be $100 per month; Firemen, $50; it being understood that the Air Line and Shore Line Division are considered as Main Line, not Branches.

ART. 3. Freight Engineers, except as per Article 2, shall be paid at the rate of 4 cents per mile; 100 miles or less to constitute a day's work; all over 100 miles shall be paid at the rate of 4 cents per mile.

ART. 3½. All Switch Engineers shall be paid for the first year, 2½ cents per mile; 100 miles or less to constitute a day's work. Second year 3 cents per mile; 100 miles or less to constitute a day's work. Third and subsequent years, 3½ cents per mile; 100 miles or less to constitute a day's work.

ART. 4. Firemen on passenger trains, switchers, and branches, shall be paid 1¾ cents per mile; 100 miles or less to constitute a day's work; all over 100 miles shall be paid at the rate of 1¾ cents per mile.

ART. 5. Firemen on freight trains, except as per Article 2, shall be paid at the rate of 2 cents per mile; 100 miles or less to constitute a day's work; all over 100 miles shall be paid at the rate of 2 cents per mile.

ART. 6. Nine hours shall constitute a day's work on way freight trains on New York Division. For all over nine hours Engineers shall receive 40 cents per hour; Firemen, 20 cents per hour, provided overtime exceeds two hours; if less than two hours, no time to be allowed; if over two hours, all time over nine hours to be paid for.

ART. 7. Eight hours shall constitute a day's work on switch engines in Harlem River Yard and New Haven (Water street) Yard; all over eight hours to be paid for at *pro rata* rates as per time of service to Engineers, and 17½ cents per hour to Firemen.

ART. 8. Twelve hours or less to constitute a day's work on gravel and work trains; for all over 12 hours Engineers shall receive 35 cents and Firemen 17½ cents per hour.

ART. 9. Engineers and Firemen called on to run the so-called "spark-train" from Forty-sixth street engine house to New Rochelle shall be paid 35 cents per hour, for hours on duty.

ART. 10. Spare Engineers and Firemen are to be paid the rates, as per schedule. They are to be paid for the working days in the month. If their service exceeds this in mileage or days of service, to be paid for service rendered.

ART. 11. Engineers and Firemen who are called upon to do extra service after completing their day's run, shall be paid for further service for actual mileage made in such extra service, except they be called upon to remain on duty at a place where work is being done, in which case they will be paid at the rate of 35 cents per hour for Engineers, and 17½ cents per hour for Firemen for the time so-delayed or employed

ART. 12. On Harlem River freight trains Engineers shall receive 35 cents and Firemen 17½ cents for all time over twelve hours per

round trip, time to be computed from time they are ordered to be ready to leave. If relieved from duty at Harlem River, time not to be counted.

ART. 13. Two round trips between New Haven and Hartford will be considered as one round trip and be governed by Article 12.

ART. 14. In computing over-time, thirty minutes or less will not be counted; thirty-one minutes or more, to be counted an hour.

ART. 15. Engineers and Firemen running engines "light," or "dead-heading" under orders will be paid passenger Engineers' and Firemen's rates.

ART. 16. Engineers or Firemen attending inquests, courts, etc., by orders of the Company shall not be subject to any loss of time or compensation.

ART. 17. Engineers or Firemen on Main Line will not be required to build or clean their fires, spark engines, clean arches or flues, or wash out or change water in boilers, or wipe engines on any part of the road.

ART. 18. Hostlers will be furnished by the Company to receive all freight engines arriving in New Haven at all times, and passsenger engines between the hours of 6 P. M. and 6 A. M. on track designated by the Superintendent of Motive Power, they to have engines coaled, watered, and fire cleaned ready for service.

ART. 19. Freight Engineers shall not be required to do switching at New Haven in making up or leaving trains, it being understood this service is to be performed by switching engines.

We, the undersigned, agree for ourselves and associates to do our part towards a faithful observance of this contract and to aim to avoid cause of complaint in handling of trains, loss of time on road and the over-time resulting.

GEORGE W. KENT, Chairman of Committee for Engineers.
EDWARD A. FERRILL, Chairman of Committee for Firemen.
The N. Y., N. H. & H. R. R. Co., By O. M. SHEPARD, Asst. Supt.

To take effect on September 1st, 1886.

ST. LOUIS, ARKANSAS & TEXAS.

THE FOLLOWING PAY SCHEDULE IS AGREED UPON BETWEEN THE OFFICERS OF THE ST. LOUIS, ARKANSAS & TEXAS RAILWAY, AND THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND FIREMEN, TO TAKE EFFECT AUGUST 1, 1886.

ARTICLE 1. Freight Engineers will be paid $4.00 per day, one hundred miles or less to constitute a day; all over one hundred miles will be paid 4 cents per mile.

Freight Engineers will be paid $2.50 per day on wood burning engines and $2.50 per day on coal burning engines, one hundred miles or less to constitute a day; all over one hundred miles will be paid 2½ cents per mile on wood burning and 2 3-10 per mile on coal burning engines.

Passenger Engineers will be paid $3.50 per day, one hundred miles or less to constitute a day; all over one hundred miles will be paid 3½ cents per mile.

Passenger Firemen will be paid $1.90 per day, one hundred miles or less to constitute a day; all over one hundred miles will be paid 1 9-10 cents per mile.

ART. 2. On freight runs of one hundred miles or less, which occupy more than ten hours, over-time will be paid at the rate of thirty-five cents per hour to Engineers and twenty cents per hour to Fireman (less two hours for delays). On runs of over one hundred miles over-time will be paid on same basis as above, and when delays exceed two hours, over-time will include the first two hours' delay on both Freight and Passenger runs, provided the delay is not caused by the negligence of the Engineer or Fireman. In computing time for fractional parts of an hour, thirty minutes or less will not be counted and thirty-five minutes or more will be counted an hour.

ART. 3. Construction or Work Train Engineers will be paid $3.50 per day, and Firemen $2 per day: twelve hours or less to constitute a day. All hours in excess of twelve will be paid for at the rate of thirty-five cents per hour to Engineer, and twenty cents per hour to Firemen.

ART. 4. Incline Engineers will paid $90.00 per month and Incline Firemen $60.00 per month; seven days of twelve hours each to constitute a month, allowing two Sundays per month without reduction of pay.

ART. 5. Switch Engineers will be paid $80.00 per month; and Switch Firemen $55 per month; seven days of twelve hours each to constitute one week and four weeks to constitute a month, allowing two Sundays per month without reduction of pay. Yard limits will be one mile outside of switches in each direction. When called upon to run outside of yard limits, the Engineer and Fireman will be paid according to Article 3.

ART. 6. Engineers and Firemen serving as witnesses, or on other Company business, will be paid $3.50 and $2 per day and necessary expenses.

ART. 7. Engineers and Firemen sent over the road on Company business other than with an engine, will be paid at passenger rates according to Article 1.

ART. 8. Engineers on present branch runs will be paid $80 per month, and Firemen $55 per month. If required to do construction or work train duty will be paid according to Article 3.

ART. 9. Engineers learning the road will be paid half of freight rates according to Article 1.

ART. 10. No Engineer or Fireman will be called until one hour before the leaving time of his train, and in case he fails or refuses to respond when called, without a sufficient excuse, he will be suspended or discharged. The Caller shall have a book in which the Engineer and Fireman must register their names and hour when called.

ART. 11. An Engineer's or Fireman's time will commence one hour after he signs the Caller's book, and ends at the time designated on Round House Register as arriving. All Engineers' and Firemen's time will be taken from the Round House Register, instead of Conductors' Register or Train sheet.

ART. 12. At terminal points Engineers and Firemen shall be relieved within thirty minutes after arrival.

ART. 13. No fines will be imposed on Engineers or Firemen for loss or breakage of tools; for damages incurred by accidents to rolling stock on the road, or for stock killed or injured. Engineers and Firemen agree to use their best efforts to avoid accidents and damages as far as possible.

ART. 14. The right to regular engines or runs will be governed by seniority and capacity in all engine service.

ART. 15. No Engineer will be discharged or suspended without just and sufficient cause. In case an Engineer believes his discharge or suspension to have been unjust, he shall make a written statement of the facts in the case and submit it to his Master Mechanic. The Master Mechanic together with the Chief Engineer of the division to which the Engineer belongs, shall in conjunction with the Division Superintendent, Master of Transportation or General Superintendent, investigate the quustion without unnecessary delay, and give a prompt decision, and in case the discharge or suspension is decided to have been unjust, he shall be reinstated and paid half time for all time lost on such account. This decision shall be final.

ART. 16. No Fireman shall be discharged or suspended without a just and sufficient cause, and in case a Fireman believes his discharge or suspension to have been unjust, he shall have a fair and impartial trial before the Master Mechanic and the Master of the Lodge to which the Fireman belongs. In case of a disagreement the case may be appealed to the General Master Mechanic. If exonerated the Fireman will be reinstated and paid half time for all time lost on such account.

ART. 17. No Freight Firemen will be required to draw supplies for engines between the hours of 6 p. m. and 7 a. m., or at any time to scrape or paint smokestacks and arches. The Fireman must fill a requisition with all his wants and give the same to the Hostler who takes charge of his engine.

ART. 18. Hostlers will be paid at the rate of $65 per month for day work, and $70 per month for night work.

ART. 19. On arriving at terminal points after having been twelve or more hours consecutively on duty, Engineers and Firemen will be entitled to eight hours rest before being again called for duty.

ART. 20. All officers of the Motive Power Dewartment will be provided with copies of the foregoing contract, and copies will be kept posted in the several Engine Houses used on the St. L., A. & T. Ry.

ART. 21. No Engineer or Fireman will be suspended or discharged for acting on this or any other committee.

Signed July 12, 1886.

W. R. CROMPTON, General Superintendent.

L. A. PINKSTON,
M. F. MATTHEWS,
J. D. RIDGWAY,
M. J. FLAHERTY,
J. M. PETERSON,
Committee of Engineers.

M. HOGAN,
ED. KINDRICK,
J. J. MEHAN,
W. R. CARSON,
Committee of Firemen.

ST. LOUIS, ARKANSAS & TEXAS RAILROAD.

June 28, 1890.

SUPPLEMENT TO AGREEMENT OF AUGUST 1, 1886, WITH ENGINEERS AND FIREMEN OF THE ST. L., A. & T. R. R. BETWEEN P. M. ARTHUR, GRAND CHIEF ENGINEER, B. OF L. E., AND F. P. SARGENT, GRAND MASTER B. OF L. F., AND COMMITTEE OF ADJUSTMENT.

L. A. PINKSTON, Chairman.
B. L. ANDERSON,
C. P. BOND,
L. HELLER,
J. E. PHILLIPS,
A. A. GOIN.
W. B. DODDRIGE,
General Manager.
E. S. MARSHAL,
Grand Master Mechanic.

ARTICLE 1. Same as old agreement.

ART. 2. Same as old agreement.

ART. 3. Construction or work train Engineers will be paid $3.50 per ay, and Firemen $2 per day. Twelve hours or less, 100 hundred miles or ss, to constitute a day's work. All over 100 miles to be paid for at the ate of 3½ cents per mile for Engineers, and 2 cents per mile for Fire-en. Over-time allowed in excess of the 12 hours will be paid for at the ate of 35 cents per hour for Engineers and 20 cents for Firemen. It is nderstood that the mileage and over-time will not be computed ogether.

ART. 4. Same as old agreement.

ART. 5. Same as old agreement.

ART. 6. Same as old agreement.

ART. 7. Same as old agreement.

ART. 8. Same as old agreement.

ART. 9. Same as old agreement.

ART. 10. Same as old agreement.

ART. 11. Same as old agreement.

ART. 12. Same as old agreement.

ART. 13. Same as old agreement.

ART. 14. Changed to read: Rights to regular engine or runs shall governed by seniority and capacity in engine service. In case of Fire-en, capacity to be determined by Division M. M., Engineer last fired r, and Chairman of Committee of Adjustment. Capacity of Engineer be determined by General M. M., Div. Superintendent and Chairman mmittee of Adjustment.

ART. 15. To read as follows: No Engineer or Fireman will be dis-arged or suspended without sufficient cause. If any Engineer or Fire-an be taken off for any cause, he shall be granted a thorough investiga-on and decision rendered within five days. At investigation he shall ve the right to have another Engineer or Fireman, of his own selection, pear and speak for him; and shall have the right to appeal from the cision of the local to the general officers of the road, and the decision ven within five days after presenting his appeal. In case such decision not made within five days on such appeal, their pay shall begin and ntinue until a decision is rendered. It is understood that the inter-etation of the above is that five days are allowed each officer with hom the appeal may be made.

ART. 16. To read as follows: When an Engineer or Fireman lays off r any cause, he shall be allowed to dead-head to his engine within three ys after reporting for duty. If the engine is a freight or an engine at goes to a division terminus, he shall dead-head to such terminus. ut if on work train he shall be allowed to dead-head to the point the gine is laying at, but shall receive no pay while going.

ART. 17. To read as follows: Firemen will not be required to draw supplies for engines, but will be held responsible for any engine going out without supplies. They will not be required to scrape or paint smoke stacks or arches.

ART. 18. Same as old agreement.

ART. 19. Same as old agreement.

ART. 20. Same as old agreement.

ART. 21. To read as follows: Hostlers and switch Engineers shall be selected and promoted from the oldest Firemen on the division of the road on which he is employed. Capacity to be determined in the same manner as Article 14.

ART. 22. Hostlers shall not be required to perform any service excepting that pertaining to the care and handling of the engines under their charge, excepting that they may be called upon by the Master Mechanic to do switching from time to time, in the shops and station yards, that he may consider necessary.

SOUTHERN PACIFIC RAILROAD COMPANY.

Office of Master Mechanic.

SAN ANTONIO, TEXAS, December 24, 1886.

It is understood and agreed between the Firemen of the Southern Pacific Company, in service on the Louisiana Division, and J. J. Ryan, Master Mechanic, that the following additions to the Agreements of May 25th, 1885, shall go into effect January 1st, 1887:

1st. That supplies will be placed on engines arriving at Houston between the hours of 7 a. m. and 9 p. m., and Firemen will be required to be on hand at 8 a. m. next morning to deliver and take their cans. Firemen who arrive between the hours of 9 p. m. and 7 a. m. will be required to draw their own supplies after they have had twelve (12) hours rest. In case they are doubled out Hostlers will put the supplies on the engine.

2d. The following will be the schedule of trip rates:

RUNS.	MILES.	PASSENGER.		FREIGHT.	
		Old.	New.	Old.	New.
San Antonio to Housion	216	$3 50	$3 75	....	....
Glidden to Houston	80	....	....	$2 40	$2 50
Houston to Orange	105	....	....	2 40	2 60
Orange to Lafayette	112	....	....	2 40	2 60
Houston to Lafayette	217	3 50	3 75	....	....

All other rates to remain in effect as heretofore.

3d. No Fireman shall be discharged without a fair and impartial trial and his guilt established beyond doubt. If any Fireman believes his discharge or suspension to have been unjust, he shall make a written statement of his case to the Master Mechanic, and at the same time designate another Fireman employed on the same road, who shall, in conjunction with the Master Mechanic or his representative, investigate the case, and if his punishment be unjust he shall be reinstated and paid full time lost on such account.

4th. When trains or engines are abandoned, or stopped out on the road from any cause whatever, and the Fireman watches or takes care of engine, he shall receive same pay for watching or taking care of engine as he does for firing engine. That Firemen on construction trains, work trains, engines pulling pile driver or branch engine, be not required to wipe their engines, except where satisfactory arrangement is made for extra pay.

5th. Delayed time of Firemen to be governed by Articles 7 and 8 of Engineers' Agreement of December 15th. Rate of pay for delayed time to be 20 cents per hour.

J. J. RYAN, Master Mechanic.

S. N. GARVEY, Chairman.
M. D. HOMAN, Secretary.
ED. H. RIORDAN.

SOUTHERN PACIFIC COMPANY---ATLANTIC SYSTEM.

M. L. & T. R. R.---Office Master Mechanic.

ALGIERS, LA., December 8, 1886.

MESSRS. M. BROWN, J. C. DONNER AND A. H. FLYNN, GRIEVANCE COMMITTEE OF FIREMEN:

SIRS:—Reply to your communication of December 2d, I submit the following:

1st. When at any time it becomes necessary in the interest of this division to promote to the grade of Engineer a Fireman, who is at this time employed on passenger, freight or work train, the man longest in the employ will be selected. He will then stand an examination as to his qualifications and fitness to run a locomotive and to make such slight repairs as may be necessary on said locomotive when shops and mechanics cannot be reached.

2d. No Fireman shall be called on to double out ahead of his regular run from Algiers, when it is possible to avoid it. This will be avoided

as much as possible in the following way, to-wit: When any freight engine returning to Algiers, having been delayed an unusual length of time on the run, so that regular Fireman does not get a reasonable amount of rest before the engine is ordered out again, it will be arranged to hold him over for the following engine by sending an extra man in his stead. Main Line Firemen when employed in round house, shall be paid at the rate of two ($2) dollars per day, in the absence of his regular engine.

3d. No Fireman will be expected to clean fire-boxes, ash pans, front ends or sweep running boards at the terminals, Lafayette and Algiers, except in cases of great emergency. Yours very truly,

J. CONNELL,
Master Mechanic.

Approved by General Grievance Committee.
J. C. DONNER,
A. H. FLYNN,
Of S. P. R. R. and M. L. & T. Division.
M. H. BROWN, Chairman,
B. R. BLISS,
W. GOODWYN,
Of T. P. R. R.

WABASH RAILWAY COMPANY.

SCHEDULE OF WAGES TO BE PAID ENGINEMEN AND FIREMEN ON AND AFTER AUGUST 1, 1887.

ARTICLE 1. All Passenger Enginemen running four-wheel coupled engines, three and one-half (3½) cents per mile; six-wheel coupled engines, three and eight-tenths (3 8-10) cents per mile.

All Passenger Firemen firing four-wheel coupled engines, one and nine-tenths (1 9-10) cents per mile; six-wheel coupled engines, two and two-tenths (2 2-10) cents per mile.

One hundred miles or less to constitute a day's work; over one hundred miles same rate per mile.

ART. 2. All Freight Enginemen running four-wheel coupled engines, four (4) cents per mile; six-wheel coupled engines, four and three-tenths (4 3-10) cents per mile.

All Freight Firemen firing four-wheel coupled engines, two and one-quarter (2¼) cents per mile: six-wheel coupled engines, two and four-tenths (2 4-10) cents per mile.

One hundred miles or less to constitute a day's work; over one hundred miles same rate per mile.

ART. 3. Enginemen running way-freight engines, five (5) cents per mile.

Firemen firing way-freight engines, two and seven-tenths (2 7-10) cents per mile.

One hundred miles or less to constitute a day's work; over one hundred miles at same rate per mile.

ART. 4. All Work Train Enginemen, three dollars and fifty ($3.50) cents per day.

All Work Train Firemen, two dollars ($2.00) per day.

Twelve hours or less per day. One hundred miles or less to constitute a day's work. If the run should exceed one hundred miles, full freight rates as per class of engine, for entire run will be allowed.

ART. 5. All Enginemen and Firemen shall be paid for a day each way between Forest and Chicago, and a day each way between Forest and Decatur.

All short runs, except passenger and local freight of less than seventy (70) miles, if doubled within twelve (12) hours, mileage according to class of engine. If not doubled within twelve (12) hours, one day each way. All runs of over seventy (70) miles, one day each way.

ART. 6. Switch Enginemen to be paid not less than two dollars and fifty ($2.50) cents per day of twelve hours, over twelve hours twenty-five (25) cents per hour, except in Chicago, where the per diem rate shall be two dollars and ninety ($2.90) cents per day of twelve hours, over twelve hours, twenty-seven and one-half (27½) cents per hour, or if used in road service, thirty-five (35) cents per hour.

Switch Firemen one dollar and fifty ($1.50) cents per day of twelve hours, over twelve hours same rate per hour.

Road Enginemen and Firemen, when used in switching service, to be paid according to class of engine, same as if on duty on the road.

ART. 7. When Enginemen and Firemen are required to dead-head over any district of the road, by order of their superior officers, on company's business, they shall receive one-half their regular class per day. In case of Enginemen or Firemen being off to attend Court, on Company's business, they will be paid as follows: Enginemen, four ($4.00) dollars per day and ($1.00) dollar per day for board; Firemen, two dollars and twenty-five cents per day and ($1.00) per day for board.

ART. 8. Enginemen and Firemen of helping engines to be paid according to their class of engine when held for service, whether used or not. Twelve hours or less to constitute a day's work, over twelve hours, same rate per hour.

ART. 9. For delays on the road when not caused by negligence of Enginemen or Firemen, in doubling hills, the following allowance will be made:

For all hours of delay over schedule time: Enginemen, thirty-five (35) cents; Firemen, twenty (20) cents per hour. Except when delay does not exceed two hours, no extra time will be allowed.

In computing over-time for delayed time, any fraction of an hour less than thirty minutes will not be counted; thirty minutes or over will be called an hour.

In case an engine is overloaded and doubling a hill becomes necessary, extra time will be allowed at the rate of thirty-five (35) cents per hour for Enginemen, and twenty (20) cents per hour for Firemen, for such service.

In case extra time has been allowed for doubling hills, it must be deducted from delayed time at terminal—in other words, the same overtime is not to be paid for twice.

EXAMPLE: A train doubles a hill for which an allowance of one hour is made, and arrives at terminal two hours and fifteen minutes late, no road time will be allowed.

IN ANOTHER CASE: After receiving an allowance of one hour for doubling, a train arrives at terminal three hours and fifteen minutes late, an allowance of two hours will be made, one hour for doubling already having been allowed.

IN ANOTHER CASE: Twenty-five minutes are lost in doubling a hill, for which no allowance is made, and the train arrives at terminal two hours and fifteen minutes late, an allowance of two hours road time will be allowed.

ANOTHER CASE: Thirty-one minutes are lost in doubling a hill, and the train arrives at the terminal on time, there will be an allowance of one hour made for hill delay.

The intent being to have delayed time for road, hill and yard separate, and not to have any of these three classes blend together.

In computing the delayed time for special or extra trains not run on a schedule, the average train of the same class will be taken as their equivalent for schedule time.

ART. 10. When practicable, Enginemen and Firemen to be assigned to regular division and districts, and run first in first out, upon all trains, except local freight trains, in the service to which they are assigned.

The right to regular engines, runs and promotions will be governed by merit, ability and seniority considered. Everything being equal, the Engineman or Fireman serving the longest in road service on this road will have the preference.

ART. 11. In case Enginemen or Firemen have been on the road fifteen hours, they will not be required to go out without six hours rest, unless they consider themselves competent to do so.

ART. 12. If an Engineman has been taken off his engine for any cause he shall be granted a thorough investigation, hearing and decision within five days, at which he shall have the right to have another Engineman of his own selection to appear and speak for him; and shall have the right to appeal from the decision of the local to the General officers of the road, and a decision within five days after perfecting and presenting his appeal. And in case such decision is not made within five days on such appeal, his pay shall begin and continue until a decision is rendered. The same rule applies to Firemen.

ART. 13. Enginemen or Firemen not to be called for duty until one hour before his train is ready to leave. The Caller to have a book in which they must register their names and the time when called. The Caller will wait not to exceed ten minutes for the Engineman or Fireman to register his name; if the registry is not made within that time, the next Engineman or Fireman on the list will be called.

The pay of Enginemen or Firemen will begin one hour after they sign the Caller's book unless they go on duty sooner, and continue up to the time of Conductor's register at the end of the run, unless it shall appear that they were necessarily delayed more than thirty minutes thereafter, in which event they shall receive pay for the time so delayed.

In case an Engineman or Fireman is called for a train and the train is abandoned, Enginemen shall receive thirty-five cents per hour and Firemen twenty cents per hour for the time on duty, and shall stand first out.

ART. 14. Firemen will not be required to clean fires at terminal points, except where arrangements are made for them to do so, and in such case they will be allowed thirty-five cents for such service.

ART. 15. Hostlers will be promoted from Firemen so far as practicable, and when so promoted will be paid two dollars and twenty-five cents ($2.25) per day of twelve hours.

ART 16. This schedule, so far as rates are concerned, shall not apply to the Pittsfield or Edwardsville Branches, or any service where a monthly salary is paid; they to remain as now being paid.

ART. 17. All Officers, Enginemen and Firemen will observe strict courtesy of manner in their intercourse with each other.

ART. 18. That on the adoption of this schedule it shall be kept posted in a conspicuous place in all register rooms on the line of the road. All previous schedules and contracts shall be considered void. This schedule to take effect August 1st, 1887.

JOHN MCNULTA, Receiver.
K. H. WADE,
General Superintendent.
J. B. BARNES,
Supt. M. P. & M.

WABASH & LAKE ERIE RAILWAY COMPANY.

SCHEDULE OF WAGES AGREED TO BETWEEN OFFICERS AND ENGINEERS AND FIREMEN OF THE W. & L. E. R'Y. TO TAKE EFFECT NOVEMBER 1ST, 1887.

1. The Passenger Engineers to receive 3 cents per mile. Freight Engineers, 3½ cents per mile. Engineers running switch engines, $2.50 per day for the first year. All subsequent yard service, $2.62½ per day.

Firemen promoted to Engineers for road service, to receive 2¾ cents per mile for the first year. All subsequent road service, 3½ cents per mile. Firemen to receive one-half of first-class engineer's pay.

2. The Passenger Engineers to receive 3 cents per mile. All runs less than 100 miles shall be considered as 100 miles. When passenger trains are required to take on freight in addition to their regular train, they shall receive 3¼ cents per mile. Freight taken on not to exceed one-third of an ordinary freight train.

3. Freight Engineers to receive 3½ cents per mile. One hundred miles or less to be considered as 100 miles, except Kingsway runs, which will be called seventy-five miles, and extra Huron runs, which will be called fifty miles. All runs of over twelve hours to receive 35 cents per hour, excepting Kingsway, which shall be over eight hours, extra Huron runs, which shall be over six hours, and Toledo, which shall be over thirteen and one-half hours while running into Toledo. Switching at terminal stations and coal mines to receive 35 cents per hour after the first hour. When freight trains are required to double Massillon or Greenville hills, they shall receive 3½ cents per mile. West end locals to be considered as 100 miles. When road Engineers are required to switch in yards for one week or less, they shall receive road pay.

4. Switch Engineers to receive $2.50 per day for the first year. All subsequent yard service, $2.62½ per day. All over twelve hours 21 cents per hour.

5. Huron Branch run, Massillon crew running between Valley Junction and Orville and crew working between Valley Junction and Bowerstown to receive road pay for twelve hours or less. All over twelve hours, 35 cents per hour.

6. Engineers on work or construction trains to receive $3.50 for twelve hours or less. All over twelve hours, 30 cents per hour.

7. Engineers getting engines out of back shop shall receive $3.00 per day for breaking them in.

8. When there are promotions in the service, the oldest men shall have the preference, if competent.

9. Engineers suspended shall have time of suspension stated, and if found not guilty, shall receive such wages as they would have earned

during their suspension. The right shall be granted to select other Engineers in defense, when suspensions are made.

10. In computing time, it shall be from time specified by caller to leave, until relieved of engine at terminal station or round house.

11. Engineers dead-heading over road on Company's business, to receive 2 cents per mile.

Approved: M. D. WOODFORD, General Manager.

O. P. DUNBAR, G. M. M.
F. D. JOHNSON,
R. J. COOPER,
C. A. HORTON,
G. H. SANFORD,
Committee.

TOLEDO, Ohio, October 26, 1887.

CHICAGO, ROCK ISLAND & PACIFIC RAILWAY COMPANY.

REVISED RULES RELATING TO FIREMEN, JULY, 1886.

1. No Fireman will be dismissed from the service of the Company without just cause.

Every Fireman will be entitled to a full and impartial investigation and hearing by the Superintendent or Master Mechanic, and it is understood that in ordinary cases Superintendents or Master Mechanics will not suspend Firemen until their cases have received full investigation.

2. The older employes will have preference in promotion, merit being equal, to be determined by the Master Mechanic.

3. In wash-outs or snow blockades, full time will be allowed for taking care of engine while engine is kept alive.

4. Firemen will be furnished all necessary material for cleaning engines.

5. Firemen will be paid at the rate of two cents per mile on trains 1, 2, 3, 4, 5, 6, 11 and 12.

6. Firemen on freight trains (standard engines) will be paid at the rate of two and twenty-five one-hundreths cents per mile.

7. Firemen on freight trains (mogul engines) will be paid at the rate of two and forty one-hundreths cents per mile.

8. Hostlers will be paid at the rate of fifty to fifty-five dollars per month, but all advances in existing rates will be fixed by the Master Mechanic and based on the amount of labor to be performed.

Approved: H. F. Royce, General Superintendent.

T. B. TWOMBLY, Master Mechanic.

CHICAGO & ALTON RAILROAD COMPANY.

AGREEMENT BETWEEN THE C. & A. R. R. AND ENGINEERS AND FIREMEN TAKING EFFECT MARCH 1, 1888.

ARTICLE 1. The classification of the wages of Engineers and Firemen is hereby abolished.

ART. 2. The right to regular engines, runs and promotions will be governed by merit, ability and seniority. Everything being equal, the Engineer or Fireman serving longest in road service on his division, will have the preference; the Superintendent of Machinery to be the judge as to qualifications, subject to appeal to the General Manager.

ART. 3. The compensation of Engineers and Firemen, in the passenger service, to be as follows: Engineers on all classes of locomotives. $3.50 per one (100) hundred miles, or less, per day; all over 100 miles 3½ cents per mile.

Firemen, on all classes of locomotives, 55 per cent of the Engineer's pay.

Eight hours shall constitute a day's work for Engineers and Firemen in the passenger service, and no delayed time will be allowed until those hours are exceeded. When the schedule for any passenger train exceeds 8 hours, all delays more than 2 hours beyond the schedule time will be paid for at the rate of 18 cents per half hour for Engineers, and 10 cents per half hour for Firemen.

ART. 4. The compensation of Engineers and Firemen, in the freight service, to be as follows:

Engineers, on all classes of locomotives, $4.00 per 100 miles, or less, per day; all over 100 miles 4 cents per mile.

Firemen on all classes of locomotives, 58 per cent. of the Engineer's pay.

Ten hours shall constitute a day's work for Engineers and Firemen in the freight service, and no delayed time will be allowed until those hours are exceeded. When the schedule for any freight train exceeds 10 hours all delays more than 1 hour beyond the schedule time will be paid for at the rate of 18 cents per half hour for Engineers and ten cents per half hour for Firemen.

Schedule time for freight trains shall be based upon 10 miles per hour; the number of miles, divided by 10 shall be considered schedule time.

A delay of 14 minutes over the 1 hour shall not be considered; a delay of fifteen minutes over the one hour, shall be considered ½ an hour, and 1½ hours delayed time paid for.

ART. 5. The compensation of Engineers and Firemen on short passenger runs to be as follows:

Engineers doubling the road, to be paid on a mileage basis.

If they run over the road in one direction only, to be paid for one day's work.

Firemen, 55 per cent. of the Engineer's pay.

ART. 6. The compensation of Engineers and Firemen making short freight runs, to be as follows:

Engineers, when making "doubles" only, the "single" of which is less than 100 miles, and the "double" more than 100 miles, will be allowed 2 "singles" should the double consume to exceed 16 hours.

Firemen, 58 per cent of the Engineer's pay.

ART. 7. The compensation of Engineers and Firemen, on local way freight trains, to be as follows:

Engineers, 4½ cents per mile.

Firemen, 58 per cent. of the Engineer's pay.

ART. 8. The compensation of Engineers and Firemen on coal runs between Braidwood and Chicago, to be as follows:

Engineers, $5.50 for all round trips, if completed within 24 hours. If they run but one single trip, they shall be paid at the rate of $4 per day.

Firemen 58 per cent. of the Engineer's wages.

ART. 9. The compensation of Engineers and Firemen, on work or construction trains, to be as follows:

Engineers $3.50 per day.

Firemen, $2.00 per day.

Twelve, hours or less, to constitute a day's work, and all over-time to be paid for pro rata.

ART. 10. Ballast trains to be paid for on the regular freight mileage basis.

ART. 11. Engineers in charge of switching engines, at all points except Chicago, shall be paid $2.75 per day of 12 hours, or less; extra time in same proportion.

Switching Engineers employed at Chicago shall shall be paid $3 per day of 12 hours, or less; extra time in same proportion.

Switching Engineers employed at Slater shall be paid $3 per day of 12 hours, or less, when used as helping engines; if not so used they shall receive $2.75 per day of 12 hours or less.

Firemen on switching engines, except at Chicago, shall receive $1.60 per day of 12 hours.

Firemen on switching engines at Chicago shall receive $2.00 per day of 12 hours or less; over-time in same proportion.

ART. 12. Road Engineers, when used in switching service, shall be paid the same as if in road service.

ART. 13. Pusher Engineers to be paid $100.00 per month.

Twelve hours or less to constitute a day's work; all over 12 hours to be paid for at the rate of 35 cents per hour.

Engine at Louisiana to be classed as a pusher.

All Engineers on road engines, used in pusher service, to be paid 35 cents per hour. Provided that no further service is required, they shall receive one day's pay.

ART. 14. Engineers required to make up their own trains, at points where switch engines are regularly employed, shall receive 35 cents per hour for such service.

ART. 15. When it is necessary for Engineers and Firemen to go over the road "dead-head" to take an engine, Engineers will receive therefor 2 cents per mile, and Firemen in proportion; provided that no trip of this character shall be made for less than one-half day.

ART. 16. Engineers attending court, on Company's business, shall receive $3.50; and Firemen $2.00 per day and expenses.

ART. 17. At irregular stations, where there are no watchmen, the Engineer or Fireman shall receive $1.50 per night for taking care of the engine.

ART. 18. Engineers and Firemen, delayed by extraordinary occurrences, and when rendering no service to the Company, to be paid as follows: Engineers, $3.50; and Firemen $2.00 per day of 24 hours, and expenses while so delayed.

ART. 19. All Engineers' and Firemen's time to commence one hour after the Caller's book is signed, and to end when Engineers and Firemen register in book provided for that purpose.

ART. 20. There shall be a hostler provided at Kansas City to take all passenger engines to and from the Union Depot, and to take freight engines on arrival at the Kansas City yard.

ART. 21. No fines shall be imposed on any Enginemen for damage caused by any negligence; but suspension or discharge will be adopted, as the case may require.

ART. 22. No Engineer or Fireman shall be suspended or discharged without just cause. In case of suspension or dismissal, if he thinks his sentence unjust, his case shall have a thorough investigation by the proper officers, at which he may be present if he so desires. Such investigation shall be made within 10 days from the date of notice, in writing, of his desire for a further investigation, and, if found unjustly suspended or discharged, he shall be reinstated and paid full time while so out of service.

ART. 23. When Enginemen have been in continuous service sufficiently long to require rest, they shall not be required to go out until sufficient time has been allowed them to recuperate—the men to be the judges of their own physical condition.

ART. 24. Engineers and Firemen leaving the service of the Company to engage in other business, or to work on other roads, and who shall

ıbsequently be re-employed on this road, shall rank as new men and be ıssigned service subject to that rank.

ART. 25. It shall be the duty of the Superintendent of Machinery to issue, on the first of January of each year, a list of Engineers and Firemen in the road service, and furnish a copy to each division.

ART. 26. The rates given in this schedule, and rules relating thereto, must not be changed, in any case, without the mutual consent of both parties.

ART. 27. Engineers and Firemen who are not down on the "bulletin board" at the usual time for making it up, and not assigned to a regular run, will not be expected to report, except to perform their work on their engines; but they must arrange it so as to be readily found by the Caller in case they are wanted for service.

ART. 28. Until further notice the "Bulletin board" will be made up at 9 A. M. and 5 P. M.

C. H. CHAPPELL,
General Manager.
W. B. HUSSEY,
Engineers.
B. V. MEAD,
Secretary.
C. S. FRAZIER,
J. F. TURPIN,
Firemen.

CHICAGO, MILWAUKEE & ST. PAUL RAILROAD COMPANY.

SCHEDULE OF WAGES OF ENGINEERS, FIREMEN AND DESPATCHERS TO TAKE EFFECT DECEMBER 16, 1887.

ARTICLE 1. Engineers promoted from Firemen or Despatchers in the service of this Company will be paid: For the first year of service two and three-fourths (2¾) cents per mile run, and for the second and all subsequent years of service, three and seven-tenths (3.7) cents. Fifteen cents per day additional will be paid for ten-wheel engines, or larger.

In computing time made by Engineers, one hundred miles or twelve (12) hours on duty, or less when less time is required to make one hundred miles, shall constitute a fall day: mileage or time in excess of above shall be paid for pro rata, on the basis of the foregoing classification, with such exceptions as hereinafter specified.

ART. 2. On all runs ranging from ninety to one hundred miles a full day shall be allowed, and over-time when on duty over twelve (12) hours in making such run, except on Way Freights, when over-time will be allowed when on duty over eleven (11) hours in making the above runs.

On all runs of less than ninety miles, $3.50 will be allowed to full rate Engineers. Over-time will be allowed in same proportion when on duty over ten (10) hours, in making such run. In case actual mileage on such runs exceeds one hundred miles per day, actual mileage will be allowed at the rate of $3.70 per day to full rate engineers, and younger men according to classification.

Actual mileage will be allowed for doubling hills, provided trains are thereby delayed over twelve hours (12) in making the run of one hundred miles.

No allowance will be made for doubling hills as above on runs of ninety miles or less.

On the Chicago & Milwaukee Division $3.50 per trip will be allowed to full rate Engineers in freight service, and younger men according to classification. Engineers in passenger service on Chicago & Milwaukee Division will be paid on the basis of actual mileage.

On River Division one hundred and fifty miles will be allowed for Freight service, for the run between La Crosse and Minneapolis.

ART. 3. Engineers on Gravel, Wood and Construction Trains shall be paid a full day for twelve (12) hours, or less—over-time to be allowed after being in service over twelve (12) hours. If mileage exceeds one hundred miles, actual mileage will be allowed. If there is no regular Round House force employed where such engines lay over, Sunday time will be allowed.

ART. 4. In computing over-time, less than one hour and over thirty minutes shall be considered one hour.

ART. 5. Enginemen "Dead-heading" over the road on Company's business shall be paid one-half time for full mileage, except for Law Suits, when men shall be paid full time and expenses for every day off.

ART. 6. When Road Engineers are required to switch at terminal stations over one hour, where switch engines are regularly employed, they shall receive compensation for such service at road rates, viz.: Ten miles per hour, no allowance to be made for less than one hour. At terminals where switch engines are not regularly employed, no time will be allowed for switching, unless the time consumed, doing the necessary switching and making the run exceed twelve (12) hours. All time in excess of twelve (12) hours in such cases will be paid for at the road rates, viz.: Ten (10) miles per hour.

ART. 7. In cases where trains are abandoned, Engineers having been called for duty, they shall be paid for all time on duty after taking

charge of their engine until released. Time to be allowed in such cases shall not be less than a quarter of day. If, after leaving on a run, the train should be abandoned or the engine become disabled, through no fault of the Engineer, and return to the shops, time will be allowed in proportion to the number of hours employed. Should the disabling of the engine prevent further mileage being made that day, one full day will be allowed and paid, provided the men are held in service.

ART. 8. When men are assigned to engines with snow plows attached and are held for snow plow service they shall be paid full time. In all cases where engines are working in the snow, and the men trying to open the road, they will be paid hour for hour, as long as they are in such service. Or when men and engines are caught in a storm on the road, and the engines are kept alive, the men shall be paid as above. When engines are allowed to die on the road, through no fault of the men, full time will be allowed, viz.: One day for every twenty-four (24) hours, provided the men remain with the engine, and bring it home in good condition. When men are away from home over one day at a time, owing to snow blockade, their engines being properly housed, one-half time will be allowed—men remaining subject to call. Time to begin after one day has expired.

ART. 9. Engineers in charge of switching engines, at all points except Chicago, shall be paid $2.50 per diem of eleven (11) hours for the first year's service; after which they will be paid $2.75 per diem. Extra time, if any made, in same proportion. Full rate Engineers in charge of switching engines in Chicago shall be paid $3.00 per diem of eleven (11) hours; first year men in Chicago shall be paid $2.50 per day; second year men, $2.75 per day. Extra time, if any made, in same proportion as above.

Engineers in charge of switching engines will receive one-half day for doing necessary work on engines on Sundays, when engines are not in service, and the work has been performed.

ART. 10. There shall be Engine Despatchers at such stations or terminals as may be designated by the Company, who shall take engines to and from Round House. Twelve (12) hours per day shall constitute a full day for an Engine Despatcher, for which he shall receive $2.15, except at Chicago, Milwaukee, St. Paul and Minneapolis, at which points they will be paid $2 25 per diem.

ART. 11. Engineers and Firemen shall not be called more than one hour and a half before the train is due to leave, provided they live within one mile of the place from which they take charge of the engine. Engineers and Firemen are required to sign the Caller's book. They shall register the exact time called.

ART. 12. When men are assigned to engines with snow plow attached that Engineer cannot see over, they shall not be required to pull trains.

ART. 13. When Enginemen have been in continuous service sufficiently long to require rest, they shall not be required to go out until sufficient time has been allowed them to recuperate—men to be the judges of their own physical condition.

ART. 14. As a rule, when Engineers and Firemen are promoted to a higher grade in the service, the oldest men shall have preference of runs on their respective divisions, when competent and worthy. Engineers of the highest grade shall also have preference of runs on their respective Divisions. The Company reserves the right to deviate from this rule in special cases. Engines in both Freight and Passenger service to run first in and out, as far as practicable.

ART. 15. No Engineer or Fireman shall be suspended or discharged without just cause. In case of suspension or dismissal, if he thinks his sentence unjust, his case shall have a thorough investigation by the proper officers, at which he may be present if he so desires. Such investigation shall be made within ten (10) days, and if found unjustly suspended or discharged, he shall be reinstated and paid full time while so out of service.

ART. 16. Firemen employed on eight-wheel road engines shall be paid at the rate of two and two-tenths (2.2) cents per mile run—time to be computed on same basis as Engineers.

Firemen employed on 19x26 ten-wheel road engines shall be paid two and four-tenths (2.4) cents per mile run—time to be computed as above.

Firemen employed in Construction Service shall be paid $2.20 per day, (12) hours or less; over-time to be allowed after being in service over twelve (12) hours. If mileage exceeds one hundred (100) miles, actual mileage will be allowed.

Firemen employed on Division where the run or runs are less than ninety (90) miles per diem of ten (10) hours—compensation shall remain unchanged.

ART. 17. On runs of less than ninety (90) miles, where Engineers receive $3.50, Firemen shall receive $2.10 per day on eight-wheel engines, and $2.25 per day on ten-wheel engines, or larger.

On runs of ninety (90) miles or over, Firemen shall receive $2.20 per day for eight-wheel engines, and $2.40 per day for ten-wheel engines, or larger. Time in all cases to be computed on same basis as of Engineers.

ART. 18. Firemen on switching engines in Chicago shall receive $57.60 per month of thirty (30) days: eleven (11) hours shall constitute a day. Over-time shall be allowed at the above rate.

Firemen on switching engines elsewhere shall receive $55.00 per month on same basis as above. Full time will be allowed for Sundays when the usual care is taken of the engine by the Fireman.

J. T. CLARK, General Superintendent.
J. M. LOWRY, General Master Mechanic.

LOUISVILLE, NEW ORLEANS & TEXAS RAILROAD CO.

AGREEMENT BETWEEN THE L., N. O. & T. RAILROAD COMPANY AND THE FIREMEN EMPLOYED THEREON.

MEMPHIS, TENN., Dec. 7, 1887.

On and after this date and until otherwise provided (in which case due and sufficient notice will be given) the wages of the Locomotive Firemen on the Louisville, New Orleans & Texas Railway, will be as stipulated in the following articles of agreement:

ARTICLE 1. All Firemen firing four (4) wheel connected engines in through freight service will receive two (2) cents per mile.

All Firemen firing four (4) wheel connected engines in local freight service shall receive two and one-eighth (2⅛) cents per mile.

All Firemen firing ten (10) wheel or Mogul engines shall receive two and five-eighths (2⅝) cents per mile, 100 miles or less to constitute a day's work.

ART. 2. All Firemen firing passenger engines shall receive one and five-eighths (1⅝) cents per mile, 100 miles or less to constitute a day's work.

ART. 3. All Firemen firing engines on mixed trains, branch trains and work train engines, shall receive fifty (50) per cent. of wages paid the Engineers in that service.

ART. 4. All Firemen on regular switch engines will be paid one dollar and eighty-seven ($1.87) cents per day.

ART. 5. All firemen ordered to attend court as witnesses for this Company, shall be allowed one dollar and eighty-seven and one-half ($1.87½) cents per day for time actually lost from his regular run; when sent off the line of road, their expenses will be allowed in addition.

ART. 6. All Firemen held off their runs shall have a speedy hearing and decision rendered within ten (10) days.

This agreement to take effect December 1, 1887.

Approved: J. M. EDWARDS,
General Manager.

BEN WILSON,
Supt. L., N. O. & T.
E. D. ANDERSON,
Master Mechanic.
J. I. DAVIDSON,
Chairman,
B. G. LARKIN,
Secretary,
H. J. STANTON,
Committee.

December 8, 1887.

MEMPHIS & LITTLE ROCK RAILROAD.

MEMPHIS, TENN., Dec. 27, 1887.

We, the undersigned, representing and in behalf of the Memphis & Little Rock Railroad Company, and the Firemen employed upon the same, do hereby agree to recognize, in good faith, the terms and provisions contained in the following:

ARTICLE 1. That all passenger Firemen will be paid $1.85 per day, 100 miles or less to constitute a day's work; all over 100 miles to be paid *pro rata.*

ART. 2. That all freight Firemen will be paid $2.15 per day, 100 miles or less to constitute a day's work; all over 100 miles to be paid *pro rata.*

ART. 3. Construction Firemen to be paid $2.00 per day, twelve hours or less to constitute a day's work.

ART. 4. Switch engine Firemen to be paid $1.75 per day, twelve hours or less to constitute a day's work.

ART. 5. Passenger and freight Firemen to be paid 25 cents per hour for all detentions over schedule time of the train they are firing, less two hours, and when delay exceeds two hours, overtime shall include the first two hours. Construction and switch engine Firemen to be paid at the rate of 15 cents per hour for all overtime.

ART. 6. Firemen serving as Company's witness, or on other Company's business, will be paid $2.00 per day.

ART. 7. No Fireman will be called until one hour before leaving time of his train, and in case he fails or refuses to respond when called, without sufficient reason, he will be suspended or discharged, as the Master Mechanic may determine.

ART. 8. In case of accident no Firemen shall be discharged or suspended for same without a fair and impartial trial, and shall have a trial within ten days. If exonerated he will be reinstated, and paid half time for the time he has lost.

ART 9. The rights to regular runs will be governed by seniority and capacity.

ART. 10. Whenever Firemen are called upon to perform different classes of service on the same day, they shall receive pay for the whole day at the rate paid for the highest service performed by them, and when such mixed service exceeds a day's work, as provided for in this agreement, they shall be paid for an additional day at the regular rate paid for such service.

ART. 11. No firemen shall be suspended or discharged for acting on this or any other committee.

ART. 12. This agreement to date from January 1, 1888, and to remain in effect until a reasonable notice shall be given by either party for change in same.

JAMES SHARP,
WM. FARLEY,
Committee.

THOS. RENNELL,
Master Mechanic.

A. GORDAN JONES,
Superintendent.

SOUTHEASTERN LINES OF CANADIAN PACIFIC RAILWAY COMPANY.

TRIPS FROM	Miles.	CLASS OF TRAINS	ENGINEERS.			FIREMEN.		
			1st	2d	3d	1st	2d	3d
1 Montreal to Newport	115	Passenger	2.80			1.65	1.50	1.35
2 Montreal to Newport	113	Through Freight	3.00	2.70	2.10	1.75	1.60	1.40
3 Montreal to Farnham and return	95	Way Freight	3.00	2.70	2.40	1.65	1.50	1.35
4 Farnham to Newport	65	Way Freight	2.70	2.50	2.25	1.50	1.40	1.30
5 Farnham to Sorel and return	137	Passenger	2.80	2.60	2.40	1.65	1.50	1.35
6 Farnham to Sorel and return	137	Mixed	3.25	2.90	2.60	1.80	1.65	1.50
7 Sutton Junc to St. Guillaume and ret.	150	Passenger	3.50	3.20	2.90	1.90	1.70	1.50
8 Waterloo to Sutton Junc. and ret. in connection with run to St. Guillaume	32	Passenger	1.50	1.30	1.10	0.90	0.70	0.50
9 Waterloo to Sutton Junc. then to St. Guillaume and back to Sutton Junc. and Waterloo, two set of men	182	Passenger	2.70	2.50	2.25	1.50	1.40	1.30
10 Sutton Junction to St. Guillaume	75	Way Freight	2.80	2.50	2.25	1.65	1.50	1.35
11 Shunting, 12 hours per day	....	.....	2.40	2.00	1.75	1.35	1.30	1.20
12 Work trains, 12 hours per day	....	.....	3.00	2.50	2.25	1.60	1.40	1.30
13 Stanbridge to Farnham and return	56	Pass. & Mixed	2.70	2.50	2.25	1.50	1.40	1.30
14 Detention, per hour, reckoning from one hour after Schedule time	....	.....	0.20	0.20	0.20	0.10	0.10	0.10

15. Engineers, first year, $2.25; second year, $2.50; after two years, $2.70. Firemen, first year, $1.30; second year, $1.45; after two years, $1.50.

16. Engineers sent out on special short runs under 100 miles will be allowed one day, but will be liable for further service to the extent of 11 hours in all.

17. Mixed Trains will be paid at Through Freight rates except where otherwise shown on rate card.

18. Light running to be paid at passenger rates.

19. Traveling Passenger to be paid at Shunting rates.

20. Engineers or Firemen held off work on Company's business will receive pay in full for all time lost, and expenses when away from home.

21. Engineers and Firemen who are suspended for investigation will be paid for all time lost, provided investigation shows them blameless.

22. Shop time, including watching engines, to be paid at Shunting rates.

23. Engineers and Firemen will be paid Junior rates for the first two years service, after which they will be promoted to Senior grades, if conduct has been satisfactory.

24. At stations where coal chutes are erected, Enginemen will coal their own engines. All delays caused by this work to be compensated for under Rules 14 and 28.

25. Ballast, Tie, Wood, or other irregular train, will be supplied by taking the Junior Driver.

26. Senior Engineers or Firemen to have the first chance of spare running in their turns.

27. All engines to be supplied with sand by the running shed foreman, but Enginemen will be held equally responsible if their engines go without.

28. Detention must be reported on a special ticket provided for that purpose. Detention time to count from one hour from the time-bill time, or from one hour from the time engine is ordered by the Traffic Department. The time of finishing the trip will be when the engine is put into the hands of the turner and reported on the report book. All tickets to be approved by the Master Mechanic.

29. Enginemen for Passenger trains must have their engines on their trains at all starting points 30 minutes before the train is due to leave.

30. Engineers and Firemen for Freight trains must be on hand 30 minutes before the time when engine is required by Traffic Department.

R. McLEOD,
Master Mechanic.

FARNHAM, Sept. 20, 1887.

LOUISVILLE, EVANSVILLE & ST. LOUIS RAILROAD COMPANY.

We, the undersigned committee, representing the Engineers and Firemen employed on the L., E. & St. L. R. R., respectfully ask that the following scale of pay be received by them, to take effect March 1, 1888.

1. Passenger Engineers to receive 3 cents per mile. Passenger Firemen to receive 1½ cents per mile.

2. Through freight Engineers on Western division, and on Evansville division to receive 4 cents per mile. Through freight Firemen on same divisions to receive 2 cents per mile.

3. Local freight Engineers on Western division and on Evansville division to receive 4¼ cents per mile. Local freight Firemen on same division to receive 2⅛ cents per mile.

4. Freight Engineers on Eastern division to receive $3.50 for each trip between New Albany and Huntingburg. Freight Firemen on same division to receive $1.75 for same trip.

5. Engineers on back-over run, between New Albany and Louisville, to receive $2.25 per day. Firemen on same run to receive $1.50 per day.

6. Engineers on switch engines to receive $2.50 per day. Firemen on switch engines to receive $1.50 per day. Twelve hours or less to constitute a day's work.

7. Engineers on construction and work trains to receive $3.50 per day. Firemen on construction and work trains to receive $1.75 per day. Twelve hours or less to constitute a day's work.

8. Engineers on back-out runs on entire road to receive 35 cents per hour. Firemen on back-out runs on the entire road to receive 17½ cents per hour.

9. Engineers on light engines to receive 3 cents per mile. Firemen on light engines to receive 1½ cents per mile.

10. Engineers "dead-heading" when going for an engine or returning after delivering an engine under orders, to receive 1½ cents per mile. Firemen on same duty to receive ¾ cents per mile.

11. Engineers shall receive 35 cents per hour for all delayed time over one hour over schedule time. Firemen 17½ cents per hour. In computing over-time for delayed time, any fraction of an hour less than 30 minutes will not be counted. Thirty-one minutes and over will be counted an hour. Time of arrival will be taken from round house register.

12. In computing the time of extra or special trains not run on schedule, the average time of trains of the same class will be taken as an equivalent for schedule time.

13. Engineers and Firemen will be called one hour before the leaving time of their trains, when they live within one-half mile from the point where they take charge of their engine. The caller will be furnished with a book which must be signed by the Engineer and Fireman, which shall show the train for which the men are called, and the time they are called. Any Engineer or Fireman failing to properly respond after being called will be suspended or discharged, at the discretion of the Master Mechanic.

14. The older Engineers and Firemen in the service of the company shall have preference of runs if competent and worthy.

15. Engineers and Firemen who may be suspended will be given a hearing within five days, and will be notified promptly of the result of the investigation; such investigation or hearing will be had by the Master Mechanic and Master of Transportation.

Approved, GEO. F. EVANS,
General Manager.

WM. HANAFEE,
ARTHUR J. KRAFT,
WM. E. MCCAULIFFE,
Engineers.
H. BEADALL,
J. S. KEANE,
F. P. K. ROBARDA,
Firemen.

MISSOURI PACIFIC RAILWAY COMPANY AND THE ST. LOUIS, IRON MOUNTAIN & SOUTHERN R. R. CO.

THIS MEMORANDUM, MADE THIS 1ST DAY OF NOVEMBER, 1888, SHALL CONSTITUTE A LETTER OF INSTRUCTIONS TO ALL DIVISION AND OTHER MASTER MECHANICS IN THE SERVICE OF THE MISSOURI PACIFIC RAILWAY COMPANY AND THE ST. LOUIS, IRON MOUNTAIN & SOUTHERN RAILWAY COMPANY, FIXING THE PAY-RATES OF ALL LOCOMOTIVE FIREMEN EMPLOYED ON THE SAID RAILWAYS AND THEIR LEASED AND OPERATED LINES; AND IT SHALL ALSO PRESCRIBE AND FIX THE DUTIES OF FIREMEN, AND ALSO THE METHODS OF COMPUTING AND PAYING THEM FOR OVER-TIME AND EXCESS MILEAGE.

1. In the employment of Firemen in the service of the above Companies from and after this date, Master Mechanics are hereby instructed to employ none but sober, reliable, active, able-bodied men for this service: and all Firemen employed will be directly subject to the orders and control of the Division Master Mechanic at all times, and in all matters pertaining to their duties.

2. In regard to the employment of Firemen, their assignment to engines and train runs. and also in regard to their promotion, these instructions shall be conformed to and carried out in all respects on all the lines of railway owned, leased or operated by the Missouri Pacific Railway Company and the St. Louis, Iron Mountain & Southern Railway Company.

3. The following specified rates of pay for the several classes of engines will be paid Firemen in the service of this Company, respectively. These rates shall take effect on and after the above date:

SCHEDULE OF PAY RATES.

4. For 8 wheeled passenger engines, $2 per day, or 2 cents per mile.

For 8 wheeled freight engines, $2.25 per day, or 2¼ cents per mile.

For 10 wheeled or mogul passenger engines, $2.20 per day, or 2 2-10 cents per mile.

For 10 wheeled or mogul freight engines, $2.30 per day, or 2 3-10 cents per mile.

For consolidation engines, $2.40 per day, or 2 4-10 cents per mile.

For switching engines, $1.85 per day, or $55 per month.

For pushing or helping engines, $2 per day.

WORKING TIME, OVER-TIME AND EXCESS MILEAGE.

5. A day's work for locomotive Firemen shall be rated on both freight and passenger trains at 100 miles or less per day, and all excess mileage made in any one day, over 100 miles, shall be paid for at the above schedule rates per mile.

6. The working time for Firemen shall commence with time fixed for the departure of their trains from any terminal or division station. Their time, over-time and mileage shall be made up from their Engineer's time slips or trip tickets, or from the round house register for each trip.

7. On all freight runs of less than 100 miles, which runs may require more than 10 hours time, the Firemen shall be paid over-time at the uniform rate of 20 cents per hour, deducting two hours delayed time. When the delayed time amounts to more than two hours, all over-time in excess of ten hours shall be paid for at the rate of 20 cents per hour,

8. On all freight runs of over 100 miles, over-time shall be paid on a basis of 10 miles per hour. For example, for a run of 150 miles, Firemen shall be paid schedule mileage rates for 150 miles run, and in addition thereto, for all over-time made in excess of 15 hours, at the uniform rate of 20 cents per hour.

9. In computing over-time, any fraction of an hour less than 30 minutes shall not be counted. 30 minutes or over, and less than one hour, shall be counted a full hour.

10. All errors made in keeping or computing the time of Firemen shall be properly corrected by the Division Master Mechanic, and any amounts of pay omitted in any one month shall be paid them on the pay rolls of the month following such omission.

CONSTRUCTION TRAIN, ETC.

11. Firemen assigned to construction or work trains of any character shall receive $2 per day for 100 miles or less, 12 hours or less to be rated and paid for as one day's work. All over-time made on these trains, in excess of 12 hours, is also to be paid for at the rate of 20 cents per hour.

12. Firemen employed on construction or work train engines, except in cases of special emergency, shall not be required to watch their engines. When these engines are located on sections of the road away from terminal stations and round houses, should it be necessary to wash out boilers, and the Firemen are required to assist at this work, they shall be paid for the same number of hours as their Engineers are paid for, and at schedule rates of pay.

13. When trains are delayed or stopped off on any section of the road away from round house stations, and the engine Fireman is required to watch or take care of his engine, he shall receive over-time for such service for the number of hours he is so employed, at his regular schedule rates of pay.

14. When Firemen on pushing or helping engines are required to coal up their engines, they shall be allowed ·35 cents per day as extra pay for performing this service.

15. A day's work for Firemen regularly employed on switching, pushing or helping engines, shall be rated at twelve hours or less.

16. Firemen shall in all cases receive one-half their regular pay-rates for making "dead-head" trips over the road when required to do so on the orders of the Division Master Mechanic.

17. When Firemen are called upon to attend court as witnesses on part of the Railway Company, they shall be paid regular pay-rates as above specified, for each day's services as witnesses.

CALLING FIREMEN FOR DUTY.

18. Firemen shall be called for duty by a regular Caller at all division or terminal stations at least one hour before the departure of their trains, and as much earlier as they may arrange for, for the purpose of getting their meals before leaving time.

19. The Caller shall have a call-book in which Firemen when called must enter their names, and also the time they are called.

20. Any Fireman who may fail to respond promptly after being called, thereby delaying his train, may be punished by suspension from duty and pay for such time (not exceeding fifteen days) as the Division Master Mechanic may determine. For a second offense of this nature the Fireman will be liable to be discharged from the service of the Company by the Division Master Mechanic, unless he can give a satisfactory excuse for such failure.

21. When Firemen are called for duty and their trains are abandoned, they shall receive one-fourth of a day's pay for reporting for duty, provided they remain at the shops for two and one-half hours, subject to call.

22. Firemen shall not be required to scrape or paint the smoke-stacks, front ends or smoke arches of their engines, but they must keep

these parts neat and clean by proper wiping. They will also be required to keep their engines neat and clean above the running boards, and also in the cab at all times, provided they are allowed reasonable time for rest before being required to clean their engines.

23. Firemen shall not be required to draw or place their supplies on their engines; but it shall be their special duty in all cases to know personally that their engines have all necessary supplies and stores before they are attached to their trains, excepting when otherwise agreed upon between the Master Mechanic and the Fireman.

24. Firemen shall be assigned to such engines and to such freight or passenger runs as the Division Master Mechanic may consider them entitled to, excepting that the older Firemen in both freight and passenger service shall be allowed to have a choice of train runs on their respective divisions.

25. Firemen may stop work and leave their engines at terminal or division stations when they are turned over to the regular hostlers by their engineers, or when the engineers give up or leave their engines.

26. Any Fireman, after a continuous service of not more than sixteen hours, shall be entitled to eight hours rest, if he so desires, before he is called again for service, excepting in cases of wash-outs, wrecks, or other special emergencies.

27. Firemen will not be allowed to run or handle engines at stations or elsewhere on the road to do switching or other work, unless they are considered competent to do so by their engineers. Firemen will be held equally responsible with their engineers for any accident that may result from carelessness on their part while they are handling engines.

28. Should there be a surplus of Firemen on any division of the road at any time, on account of light business, or for other causes, the oldest Firemen in passenger and freight service shall have the preference for work, and the younger men, in the order of their terms of service, may be suspended or temporarily laid off by the Division Master Mechanic.

ENGINE HOSTLERS.

29. Engine Hostlers shall be paid $65.00 per month for day service and $70.00 per month for night service; twelve hours or less per day shall constitute a day's work for Hostlers while they are on duty.

30. Hostlers shall be selected and promoted from the oldest Firemen on the division of the road on which they are employed, provided the oldest men in the service are considered competent and worthy of promotion by the Division Master Mechanic.

31. Hostlers shall not be required to perform any service excepting that pertaining to the care and handling of the engines under their charge, excepting that they may be called upon by the Master Mechanic

to do switching from time to time in the shops or station yards that he may consider necessary.

32. No Fireman or Hostler shall be discharged from the service of the Company except for good and sufficient causes; these causes shall include intemperance, incompetency, neglect of duty, violation of rules or orders, and insubordination. For any of these causes they may be discharged at any time by the Division Master Mechanic.

33. Any Fireman may be suspended from duty by the Division Master Mechanic personally, or on the request of the Division Superintendent, for neglect of duty, carelessness, disobedience of orders, or for any other good and sufficient cause.

34. In case any Fireman or Hostler shall consider that he is unjustly discharged from the service of the Company, he may make a statement of his case to the Division Master Mechanic, in writing, and within five days from the receipt of such stetement he shall be given a fair and impartial trial by a committee consisting of the Master Mechanic, the Division Traveling Engineer and one of the older Firemen, to be selected by the complainant. The action of this committee, or a majority of them, shall be final in his case. Should they decide that he should be reinstated in the service, he shall be allowed and paid one-half his schedule pay-rates for the actual time he had been out of service.

35. In case any fireman shall be aggrieved by his treatment, or by the decisions of his Master Mechanic, he shall have the right to appeal his case to the General Superintendent, and his decisions in all cases shall be final as between the Fireman and the Division Master Mechanic.

36. The several Division Master Mechanics of this Company shall fairly, equitably and promptly decide all matters referred to them by Firemen, both as to their seniority in the service, and also as to their assignment to engines and train runs, or any other reasonable matters.

37. These instructions shall not effect or change the assignment of Firemen to engines or train runs that they have held prior to the date of the same.

38. The proper officers of the Railway Company will listen to any reasonable complaints made either by individual Firemen, or by a committee of Firemen, provided proper notice is given in writing as to the subjects to be submitted by such committee, and a special appointment is made as to time and place to meet them.

These instructions shall continue in full force and effect from the above date, and no part of the same shall be changed, altered or

amended, except on three months' written notice from the Firemen or from the First Vice-President, of a desire to do so.

A. W. DICKISON,
General Supt. Missouri Pacific Railway.
R. E. RICKER,
General Supt. St. Louis, Iron Mountain & Southern Railway.

Approved:
S. H. H. CLARK,
First Vice-President.

For the Firemen:
A. DILLON,
Chairman Joint Board of Adjustment.
JOHN O'CONNOR,
Secretary and Treasurer Joint Board of Adjustment.
J. E. POWERS,
H. D. BOULLT,
J. G. KIRK,
E. F. PAUL,
H. C. WHEAT,
E. S. MEAD,
G. P. REED,
G. D. WEBSTER.
MICHAEL RABBITT.

VANDALIA SYSTEM.

AMENDED AGREEMENT BETWEEN THE VANDALIA SYSTEM AND ITS ENGINEERS AND FIREMEN.

ARTICLE 1. Seniority, merit and competency being equal, shall govern all promotions of Engineers and Firemen. Time to commence from the date of their employment as such.

ART. 2. In case a passenger Engineer should lay off, or it would become necessary to use a freight Engineer or passenger, the oldest Engineer at command shall have the preference.

ART. 3. Engineers and Firemen shall be accorded their rights on their respective divisions; the divisions to be as follows:

Terre Haute to St. Joe; Terre Haute to Indianapolis and Terre Haute to St. Louis. That no Engineer or Firemen shall be transferred from one division to another and assume any rights over the Engineers or Firemen on that division. But should he be transferred by an officer, he shall be allowed rights on his original division.

ART. 4. In case an Engineer loses his engine, through transfer or

otherwise, seniority shall govern his case as to a regular engine after 30 days. This applies to Firemen also.

ART. 5. When an investigation occurs, a hearing shall be given the accused as soon as possible. If the Engineer or Fireman is found innocent, he shall receive full pay for all time lost after one trip. The accused may be represented by a member of the committee who shall have power to ask questions. In case of a fine being imposed, should the accused run or fire successfully for period of one year, the fine so imposed be refunded.

That the Superintendent of Motive Power and Machinery retain a copy of the case on file in his office. All investigations to take place in the city of Terre Haute.

ART. 6. Engineers and Firemen shall be called for all trains one hour before leaving time.

ART. 7. When trains arrive at terminal stations late, the Engineer shall be paid at the rate of 40 cents per hour when more than one hour late, first hour included. Time of specials to be computed from longest through freight run on time cards, Vandalia 86 and Terre Haute and Logansport 25.

Engineer's trip to cease when engine is delivered on engine house track.

This applies to Firemen who shall be paid as per Article 14.

ART. 8. The above article does not apply to passenger Engineers as regards the delivery of their engines.

ART. 9. Engineers on all local freight trains to be paid at the rate of 5 cents per mile.

ART. 10. The Switch Engineers at Indianapolis, Terre Haute, Effingham, East St. Louis, Logansport, South Bend and St. Joe to be paid at the rate of $2.50 per day. Twelve hours to constitute a day's work.

Twenty-five cents per hour for all over-time.

Firemen at the above points shall be paid $1.50 per day, and overtime accordingly.

ART. 11. Engineers of all construction or work trains to be paid at the rate of $3.25 per day for every day in the month. Twelve hours or less to constitute a day's work. Over-time to be paid at the rate of 30 cents per hour.

ART. 12. Engineers of all coal or branch trains to be paid at the rate of $3.50 per day. Twelve hours or less to constitute a day's work. Over-time to be paid at the rate of 30 cents per hour.

ART. 13. All Firemen on road, construction, work, coal or branch engines to be paid 55 per cent. of the Engineer's wages.

ART. 14. That the pile-driver Engineer and Firemen's wages remain the same as at present, but that they be paid for every day in the month. Twelve hours or less to constitute a day's work.

Over-time at the rate of 30 and 15 cents per hour.

EW YORK & NEW ENGLAND RAILROAD COMPANY.

S OF WAGES TO BE PAID ENGINEERS AND FIREMEN ON THE N. Y & N. E. R. R. IN EFFECT MARCH 26, 1887.

PASSENGER TRAINS.

	Mileage.	RATES. Eng.	RATES. Firem.
THROUGH.			
ı and Hartford	117	$3 75	$2 10
ɔrd and Fishkill-on Hudson	111	3 75	2 10
ı to Willimantic and return	172	5 25	2 75
ɔrd, Manchester and Fishkill	120	4 00	2 25
LOCAL.			
ı Suburban:—One additional engine and crew to present ber, and trains to be arranged substantially as per ac- ɔanying time table	.....	3 50	2 00
m to Hartford and return	112	3 75	2 10
ɔrd and Waterbury—2 round trips	130	3 75	2 10
ɔrd to Plainfield and return	109	3 75	2 10
l and Rockville—2 round trips	130	4 00	2 25
l to Plainfield and return	130	4 00	2 25
ıry to Hartford and return	126	3 75	2 10
rfield and Hartford—2 round trips	128	3 75	2 10
lle Branch—5 trips } ınd Melrose—2 trips }	78	3 75	2 10
lence to Willamantic and return	117	3 75	2 10
lence to Plainfield and return, and } lence to Washington and return }	100	3 50	2 10
lence and Washington—special and freight: 12 hours on	64	3 75	2 10
ɔridge Branch	103	3 50	2 10
ıocket Division	.....	3 80	2 10
ch to Worcester and return	120	3 75	2 10
er Special and Switching at Worcester	.....	3 25	2 10
Falls Trains	113	3 75	2 10

FREIGHT TRAINS.

	Mileage.	RATES. Eng.	RATES. Firem.
THROUGH.			
ı and Hartford	117	$4 00	$2 15
ırd, Hopewell and Fishkill { Mogul / Construction	111	4 00	2 15 / 2 35
ll to Reynoldsville and return, as now run { Mogul / Const.	.....	4 00	2 15 / 2 35
LOCAL.			
ıs not otherwise specified { Mogul / Construction	.....	3 85	2 15 / 2 35
m and Hartford and return. Star Union	112	4 00	2 15
boat Freight	122	4 00	2 15
ɔrd to Brewster and return, N. Y. Freight	147	5 40	3 15
ɔrd to Springfield and return, Local	63	3 60	2 15
ɔrd to Springfield and return, Through and Switching	.....	3 60	2 15
ɔrd and Willamantic—special night run and Switching— urs work. Consolidation engine	.....	4 00	2 35
ɔrd, Steele's and Rockville—Two round trips, 12 hours	.....	4 00	2 15
ell to Waterbury and return	130	5 00	3 00
ell to Summit and return	165	5 80	3 15
ence Division—Through	117	4 00	2 15
ence Division—Local	.....	3 85	2 15
ɔridge Branch	.....	3 50	2 15
ocket Division	70	3 75	2 15
ch and Worcester Division— ɔough, Norwich to Worcester and return	120	3 85	2 15
ɔal, Norwich and Worcester	60	3 85	2 15

MISCELLANEOUS TRAINS.

	Mileage.	RATES.	
		Eng.	Firem.
Sunday Milk Train, Brewsters and Hopewell	49	$2 50	$1 50
New Britain and Bristol Switcher, as now run		3 50	2 10
Pay Car		3 75	2 10
Work Trains, entire line, 12 hours per day		3 50	2 00
Switchers, after one year's service		3 25	1 75

When trains are on the road more than two hours beyond schedule time, extra pay will be allowed, for the full amount of over-time, at a pro rata rate of the amount paid for the regular trip. If two hours or less over-time, no extra to be allowed.

SAN ANTONIO & ARANSAS PASS RAILROAD COMPANY.

SAN ANTONIO, TEX., April 28, 1890.

We, the undersigned, representing and in behalf of the above named railroad, and the Firemen employed upon the same, do hereby promise and agree to recognize in good faith and adhere strictly to each and all terms and provisions contained in the following contract or agreement:

ARTICLE 1. No Fireman shall be discharged or suspended without just and sufficient cause, and in case a Fireman believes his discharge or suspension to have been unjust, he will make a written statement of the facts in the premises, and submit it to his Master Mechanic, and at the same time designate any other Fireman who may be in the employ of the Company at the time, and the Master Mechanic, together with the Fireman last referred to, shall in conjunction with the Superintendent, investigate the case in question within the period of five days, and give a prompt decision, and in case the aforesaid discharge or suspension is decided to have been unjust by all of said persons named, he shall be reinstated and paid half schedule rates for time lost on such account.

ART. 2. We understand and acknowledge that a Fireman's time shall commence one hour after he signs the Caller's book, and ends at the time designated on the Round House register.

ART. 3. All freight Firemen shall be paid at the rate of 2 3-10 cents per mile, one hundred (100) miles or less to constitute a day's work; all over 100 miles to be paid at the same rate per mile.

passenger Firemen shall be paid at the rate of 1 9-10 cents per ne hundred (100) miles or less to constitute a day's work; all over es to be paid at the same rate.

runs of less than one hundred (100) miles which occupy more than ırs, over time shall be paid at the rate of 20 cents per hour, less urs, and when delays amount to two hours or more, over time to the first two hours. On runs of more than 100 miles, over time : paid on the same basis as above.

ı miles per hour on freight and card time on passenger, shall be the factors in computing over time.

emen on construction or work trains shall be paid at the rate of :r day of twelve hours; all over twelve hours shall be paid at the 20 cents per hour.

T. 4. It is hereby agreed as far as practicable, that engines shall ıdled at terminal stations by Hostlers, and they shall be paid ›er month, twelve hours or less to constitute a day's work, all over hours to be paid on the same basis as above, and when called on ıwitching they shall be paid the same as switch Engineers, for time engaged in such service.

T. 5. It is agreed and understood that the right to regular end runs shall be governed by seniority in regular road service.

T. 6. No Fireman shall be called until one hour before leaving his train. The Caller shall have a book in which Firemen shall r their names and the time when called.

T. 7. Firemen held off their runs attending law suits, shall be : the rate of 100 miles per day and reasonable hotel expenses for ıe.

T. 8. When engines are laid up at way stations, or where there Round Houses or Engine Watchmen, and Firemen are to watch , they shall be paid at the rate of 20 cents per hour for such ser-

T. 9. All Firemen dead-heading on business for the Company e paid half time, 100 miles or less to constitute a day's work.

T. 10. The Company agrees to furnish a man to place supplies on s and paint front ends, this service not to be required of Firemen.

A. MERRIAM,
General Superintendent.

W. H. REILLY,
Supt. Motive Power.
G. A. FLYNN,
C. J. MARTIN,
R. D. COREY,
For the Firemen.

COLORADO MIDLAND RAILROAD COMPANY.

RULES AND CONDITIONS AFFECTING THE EMPLOYMENT AND REMUNERATION OF ENGINEERS AND FIREMEN.

1. Engineers and Firemen shall be suspended from duty by the respective Master Mechanics, or other proper officer for disobedience of orders, for violation of rules and regulations or for carelessness or negligence on their part, resulting in accident or damage to train or engine.

2. All cases of suspension shall be investigated within a period not exceeding five days of the date of the alleged offense. If the charge on which suspension took place be not proven, then shall the employe be reinstated without loss of pay, and against such official record of the occurrence as may be kept, there shall be entered the words, "*Not proven; reinstated.*"

3. The Engineers and Firemen longest in *continuous* service with the Company shall have the right to indicate the run each prefers, and such run shall be accorded them. Any subsequent change, however, shall be only made with the consent of the Master Mechanic. This shall apply to Engineers and Firemen on their respective divisions, provided they are capable.

4. No more Engineers and Firemen shall be assigned than are necessary to move the traffic offering with promptitude and certainty.

5. In case Engineers and Firemen report for duty as instructed or called, and their services, from any cause whatever, are not required, each man in his grade shall receive half his regular daily pay, and shall stand "first out."

6. Any Engineer or Fireman who shall wilfully misuse or destroy the Company's property, or who is habitually careless or negligent, and fails to take proper care of engine or property, shall, on the facts being proven, be dismissed. But neither Engineer nor Fireman shall be held responsible for, nor be required to pay for killing stock, nor the breakage of tools or other Company's property, provided the occurrence in question is such as would be likely to occur on any well managed railway, and that the case is such that neither wilfulness nor carelessness can be proven against the employe concerned.

The management will take notice of Engineers and Firemen addicted to drink, and to frequenting improper places. Drinking on duty, and drunkenness, whether on or off duty, shall be valid cause for dismissal. Drinking and frequenting drinking places at other times is hereby condemned.

It is hoped that every Engineer, having proper respect for his profession and due regard for the Company's interests, will do his utmost to secure full observance of the foregoing.

7. Engineers shall run "first in" and "first out," except when the Master Mechanic or other properly qualified officer shall find it necessary to assign particular engines on certain runs.

8. When a vacancy as Engineer occurs, the oldest Fireman (continuously counting) in the service may be promoted to fill such vacancy. This shall only be done, however, after such Fireman shall have been examined orally and in writing, if necessary, by the Master Mechanic. He must show credentials certifying that he has served three (3) years as Fireman on this or other roads, as no Fireman will be promoted unless he has served three (3) years as Fireman.

The reports and opinions of the Engineers under whom such Firemen have worked, shall be an element in considering the promotion of Firemen.

If considered advisable, the Company's surgeon shall also examine such Fireman as to general bodily health, hearing and sight.

9. Firemen shall receive pay equal to 65 per cent of Engineer's pay.

10. Errors made in recording or computing time shall be corrected in the month following, provided the Engineer or Fireman shall call attention thereto in time. When corrections are made in the time turned in, the Engineer or Fireman concerned shall be notified thereof within 48 hours of the time at which the trip report is turned in.

11. Engineers on work train shall receive $4.00 (four dollars) for 12 hours work, and all time over 12 hours shall be paid for at 40 cents per hour. Firemen shall receive pay equal to 65 per cent of the Engineer's pay.

FLORISSANT PUSHER.

The rate of $2.00 (two dollars) will be paid for each round trip from Florissant to the Divide and return, regardless of delays.

Four dollars ($4.00) will be allowed to Engineers laying at Florissant 24 hours continuously. Engineers will not receive less than four dollars ($4.00) each for every continuous 24 hours; Firemen, 65 per cent of Engineer's pay.

VALLEY PAY FOR PASSENGER TRAINS.

Engineers will be paid at the rate of four dollars ($4.00) for 100 miles; this will apply to the Aspen and New Castle run only.

12. Engineers called upon to dead-head over the road on Company's business shall be paid $4.00 (four dollars) per day, and Firemen under like conditions shall be paid $2.60 per day.

13. When schedule time shall have been exhausted, and when schedule time is exceeded 30 minutes or more, over-time shall be allowed at the rate of 40 cents per hour for Engineers and 26 cents per hour for Firemen.

14. No Engineer or Fireman shall be called until one hour before the leaving time of train, and in case of failure to respond, or in default of satisfactory explanation of such failure, the offending party shall be suspended or discharged.

The caller will be at the last known residence of each Engineer and Fireman wanted, as nearly as practicable, one hour before the starting time of the train, and the caller will have a book showing names, time of train and nature of service. In this book those called will sign their names and state the time.

15. The time to be computed for each run will begin one hour after the time in the Caller's book as that at which the men were called.

16. Engineers and Firemen shall not be required to go out when they need rest; of this each man shall judge for himself, and when an Engineer or Firemen is of the opinion that he needs rest and will be unable to go out, he shall report the fact to the Round House Foreman at the expiration of his prior trip. Eight hours shall be considered sufficient for rest.

17. When an engine is in for repairs, its Engineer and Fireman shall rank as extra men, and they shall take their turn on the extra list.

18. Switch Engineers and Firemen at Cardiff shall, under the present service, be paid regular road pay while on the road, and 30 cents and 18 cents respectively, per hour, while switching at Cardiff and Aspen Junction.

19. The mileage for pushsng rotary snow plow shall be computed on the same basis as average freight engine mileage.

20. All engines shall run "first in" and "first out" of Aspen Junction, except those engines which shall have made less than one day's pay, which shall stand "first out."

21. Such cases now existing as may not be in accord with the foregoing terms and conditions, shall be adjusted.

Approved:

JOHN B. STEPHEN,
Chairman Committee Engineers and Firemen.

B. F. MCCAMMON,
Secretary.

D. B. FARQUHAR.
JOHN SCOTT,
President.

COLORADO SPRINGS, Colo., March 16, 1889.

OHIO & MISSISSIPPI RAILROAD COMPANY.

SCHEDULE OF WAGES TO BE PAID ENGINEERS AND FIREMEN.

ARTICLE 1. The rate for passenger Engineers shall be three and wo-elevenths (3 2-11) cents per mile; the rate for freight Engineers shall e four (4) cents per mile for four wheel and six wheel connected engines; nd four and one-fourth (4¼) cents per mile for consolidated engines. In ll cases where freight trains turn at Cochran and Vincennes there hall be an allowance of twenty (20) miles as an extra basis of pay, and ocal rate with twenty (20) miles added shall be paid for the train known s the Lebanon coal train, to any point where it may run.

The Firemen of road engines to be paid fifty-four (54) per cent of the ate of wages paid to their Engineers.

ART. 2. The rate of local or way freight Engineers shall be five (5) ents per mile actual mileage on the main line, and four and one-half 4½) cents per mile on the Springfield Division and Louisville Branch.

ART. 3. Switching Engineers on the Springfield Division shall be aid two-dollars and fifty cents ($2.50) per day's work, 12 hours or less o constitute a day's work.

ART. 4. Engineers running between Watson Junction and Jefferonville shall be paid three dollars and twenty-five cents ($3.25) per day's ork, 12 hours or less to constitute a day's work.

All other rates not specified in these articles to remain as hereofore.

ART. 5. When after being called for trains at terminal points, Enineers are delayed two hours or more, they shall be paid thirty-five (35) ents per hour for the whole time delayed, less thirty (30) minutes; if elayed less than two hours, no allowance to be made.

ART. 6. Engineers and Firemen dead-heading over the road under rders shall be paid two cents per mile for distance traveled.

ART. 7. Switching Engineers and Firemen having regular engines all not be held off to give work to extra men.

ART. 8. Engineers called from duty on Company's business shall be aid three dollars and fifty ($3.50) per day and expenses, and firemen one ollar and eighty cents ($1.80) per day and expenses.

ART. 9. Promoted Firemen to be eligible to full pay of freight Enineer after one year,s service as Engineer; and, when promoted, to be aid three (3) cents per mile for the first six months, and three and onealf (3½) cents per mile for the second six months.

ART. 10. If any Engineer or Fireman shall be suspended or disharged, he shall be entitled to a fair and impartial hearing with the

privilege of calling witnesses to testify on his behalf; and, if he be exonerated, shall be reinstated and paid for time lost; such hearing and investigation shall be had within ten days from date of such suspension or discharge, unless insuperable difficulties prevent. It being intended that he shall have a hearing at the earliest reasonable, practicable date.

ART. 11. Fines shall not be imposed upon Engineers for loss or breakage of tools, or damage to rolling stock, or for killing live stock.

ART. 12. Right to regular engines or runs shall be governed by seniority and capacity in road service on respective divisions, provided record is otherwise good.

ART. 13. The list of extra men shall not be increased by the addition of new men as long as extra men can do the work and make reason able wages. A monthly statement from the pay roll of wages made by extra men shall govern such cases.

ART. 14. A copy of these articles shall be placed in the hands of the Master of Rolling Stock, Superintendent and Train Masters, for reference.

ART. 15. The above to be acted upon in good faith on the part of the O. & M. Railroad Company and its Engineers and Firemen. Thirty days notice of a desire to change the main features of this schedule of wages shall be given by either party desiring it, to provide ample time for careful consideration and conference about the subjects submitted.

Ohio & Mississippi Railway Company by

J. F. BARNARD,
President.

W. N. COX,
For the B. of L. E.

JAMES GABRIEL,
For the B. of L. F.

NEW YORK CENTRAL & HUDSON RIVER RAILROAD COMPANY.

SCHEDULE OF WAGES PAID LOCOMOTIVE ENGINEERS AND FIREMEN IN ADDITION TO THE AGREEMENT OF 1875.

NEW YORK STATION, Nov. 27, 1889.

It is hereby agreed on the first part by the N. Y. C. & H. R. R. R. Co. and on the second part by the Locomotive Engineers and Firemen

employed by the same, that the following shall constitute an agreement in addition to that made in 1875, and shall take effect on and after December 1, 1889:

ARTICLE 1. All freight Engineers and Firemen running between New York and West Albany, and Troy and New York, shall be paid thirty-two and one-half (32½) cents, and eighteen and one-half (18½) cents per hour for all over-time above twelve hours in making a single trip.

ART. 2. All Engineers and Firemen in the freight service on the main line between Albany, West Albany and De Witt, shall be paid thirty-two and one-half (32½) cents, and eighteen and one-half (18½) cents per hour for all over-time above twelve hours in making a single trip.

ART. 3. All freight Engineers and Firemen running between Schenectady and De Witt shall be paid thirty-two and one-half (32½) cents, and eighteen and one-half (18½) cents, per hour for all over-time above eleven hours in making a single trip.

ART. 4. All freight Engineers and Firemen running between Schenectady and Troy shall be paid thirty-two and one-half (32½) cents, and eighteen one-half (18½) cents per hour for all over-time above twelve hours in making two round trips and fifteen hours in making three round trips.

ART. 5. All freight Engineers and firemen running between De Witt and Buffalo, De Witt and Suspension Bridge, De Witt and Rochester, over the Auburn Branch, called the "Old Road," shall be paid thirty-two and one-half (32½) cents, and eighteen and one-half (18½) cents per hour for all over-time above twelve hours in making a single trip.

ART. 6. All freight Engineers and Firemen running local trains shall be paid thirty-two and one half (32½) cents, and eighteen and one-half (18½) cents per hour for all over-time above twelve hours in making a single trip.

ART. 7. Time to commence from the time engine is marked on the bulletin board, and in the Caller's book, and leaving engine at terminal point at each division designated by the Company. Yardmaster advises Dispatcher when engine is wanted, Dispatcher posts it on bulletin board and puts it in Caller's time book. Caller must call men not more than one and one-half hours before time posted on bulletin board and in Caller's book.

ART. 8. Engineer and Fireman shall not be called to exceed one hour and one-half before the time their engine is marked on bulletin board.

ART. 9. Engineers and Firemen shall be allowed one and one-half hours from the time engine is marked on bulletin board, to report at the Engine House for duty.

ART. 10. Freight Engineers and Firemen running between Buffalo and Suspension Bridge shall be paid thirty-two and one-half (32½) cents, and eighteen and one-half (18½) cents per hour for all over-time above twelve hours in making two round trips.

C. M. DEPEW,
President.

W. J. MCQUEEN,
JAMES LOCH,
O. A. BUDLONG,
J. W. BENNERS,
C. A. EASTERLY,
W. A. NICHOL,
E. F. WALEN,
HENRY HOFFMAN, Secretary,
A. M. CARROLL, Chairman,
Locomotive Engineers.

F. C. WILSON,
J. E. VAN VRANKEN,
SAM A. STEELE, JR.,
W. H. MURRAY,
M. J. LYNCH, Secretary,
C. A. PEASE, Chairman,
Locomotive Firemen.

DELAWARE, LACKAWANNA & WESTERN RAILROAD COMPANY.

Mr. W. F. Halstead, General Manager.

The General Grievance Committee representing the Firemen of the D. L. & W. System do respectfully submit the following for your consideration:

SECTION 1. All Firemen called and not used shall be allowed one-half (½) day's time, and the number of working days in each month to constitute a month's work.

SEC. 2. The oldest Fireman in the service of the Company shall have the preference of runs and promotion if competent and worthy.

SEC. 3. No Fireman shall be suspended or discharged for any cause whatever, without first having a fair and impartial hearing. Said hearing to be within five (5) days (except when the proper officers are absent from home) and if suspended, shall receive full time and pay

during such suspension if exonerated from blame; and if suspended for cause, he shall receive notice of length of time suspended.

SEC. 4. No officer inferior to Superintendent or Master Mechanic shall have authority to suspend or discharge a Fireman (except at end of roads where men lay over, and when no such officers are in charge, the presiding officer to suspend pending an investigation.)

SEC. 5. No Fireman shall be required to pay for any damage to cars or engines; but if any damage does occur they shall have a fair and impartial trial, and if it be found that they have carelessly or wantonly damaged the Company's property, they shall be suspended or discharged as deemed necessary.

SEC. 6. That the fires from all road engines shall be drawn after completing each trip, and wiping their engines below the foot board.

SEC. 7. All Firemen shall receive passes for themselves and wives when desired, by making application to their respective officers.

The above seven sections to apply to the whole D. L. & W. R. R. System.

SEC. 8. Firemen firing from Scranton to Port Morris shall receive $55.00 per month. Firemen firing from Scranton, Pa., to Spragueville, Pa., shall receive the same rate per month as those who fire from Scranton to Port Morris.

That Firemen firing consolidated hill engines, or engines on hill or mountain, or to Washington or from Scranton to Great Bend shall receive $50.00 per month. That all Firemen firing switch and mine engines to receive same rate of pay per month as at present, which is $50.00 per month; and that Firemen on night switch engines shall not be compelled to divide time with day men.

SEC. 9. Firemen firing passenger trains between Binghamton and Hampton Junction and doubling Southern Division shall receive $55.00 per month. That all Firemen firing road engines on Bloomsburg Division shall receive $50.00 per month.

SEC. 10. Firemen firing passenger trains between Binghamton and Scranton and Binghamton and Syracuse shall receive $55.00 per month. Firemen firing freight trains between Binghamton and Scranton shall receive $55.00 per month. Firemen firing freight trains between Binghamton and Syracuse to receive $50.00 per month.

All road Firemen firing from Great Bend to Syracuse to receive $50.00 per month. Firemen on Buffalo Division firing road engines to receive $55.00 per month and all switch engine Firemen to receive $50.00 per month.

SEC. 11. All Firemen firing road engines on Morris and Essex Division to receive $55.00 per month. The pay of Firemen on switch engines to remain as at present.

SEC. 12. All Firemen firing passenger trains on Main Line and Bloomsburg Division are allowed one week's vacation each year and receive pay as if working.

SEC. 13. All Firemen marked on extra board at Scranton shall receive one-half (½) day's pay, and all Firemen who are marked on regular board and report for duty and their train is abandoned shall receive one-quarter (¼) day's pay (except they receive word before leaving their homes that their trains are abandoned) and all Firemen who are held as extra shall be paid pro rata actual time held.

SEC. 14. The arrangements will be made with Superintendents and Master Mechanics whereby transportation can be procured for any brother who presents a traveling card, and is in good standing, and if such officers cannot be reached, the same will be granted by telegraphing to Scranton office.

SEC. 15. If there is anything not stated in the grievances, or if any of them are not kept according to agreement, the aggrieved ones shall go and consult with Mr. Halstead through the Chairman of their Grievance Committee, stating their grievance, and that the same shall receive proper attention and be adjusted satisfactorily to both parties.

Approved January 25th, 1890.

W. F. HALSTEAD,
General Manager.

J. W. SPENSE,
Chairman Committee.

CLEVELAND, COLUMBUS, CINCINNATI & ST. LOUIS RAILWAY COMPANY.

Motive Power Department.

INDIANAPOLIS, IND., July 19, 1890.

From and after August 1, 1890, the following wages will be paid except as specified:

1. Firemen on all through freight and passenger and all local, construction, wreck and branch trains, to receive 55 per cent. of first-class Engineers' pay.

2. Firemen on all yard engines to receive $1.80 per day; ten hours or less to constitute a day's work on and after August 17; five hours or less will be considered half a day, over five hours to be considered one day; all over ten hours to be paid at the rate of 18 cents per hour.

3. When Firemen are promoted to the position of Engineer they shall receive for their first year's service one-fourth (¼) cent per mile less than pay in their class of service; full pay to be allowed in yard service.

4. Firemen on freight engines will be paid 55 per cent. of what Engineers receive on runs, when time occupied in making runs exceeds schedule time more than two hours; over-time to include the first two hours as well as the remainder of the overtime, at agreed rate. The completion of a trip shall be when the engine is delivered on designated track, or in the hands of the man appointed to take charge of the engine.

5. When a Fireman is marked for any run or is ordered by an officer in authority to be ready at a given time and not released, if delayed, over one hour, they are to be paid 55 per cent. of what Engineers are paid per hour from the time they were first marked or ordered to go out except that no time will be allowed should train arrive at terminal, having made schedule time. Such schedule time to be computed from the time Fireman was ordered out.

6. In case it is necessary for a Fireman to watch an engine at other than terminal points to receive $1.80 per each twelve hours or less.

7. Firemen sent over the road as witnesses or on other Company's business shall be paid actual time at the agreed rate per mile allowed for their class of service, except that when attending court as witnesses actual necessary expenses in addition will be allowed.

8 That when a Fireman is discharged or suspended that he be entitled to a fair and impartial hearing, also to have a Fireman of his own selection to come with him, and to be given a hearing within five days' time, and to be notified promptly thereafter of action on his case. If upon investigation Fireman is found to be innocent, he is to be paid for time lost at agreed rate for their branch of service.

9. That Hostlers be furnished Cleveland, Galion, Delaware, Columbus, Springfield, Dayton, Ivory Dale, Cincinnati, Union, Brightwood, Indianapolis, Cairo, Mt. Carmel, Mattoon, East St. Louis, Urbana, Peoria, Kankakee and Riverside.

10. That Firemen will be run first in first out in through freight service, except when the Master Mechanic finds it necessary to assign them to certain runs.

11. In case a Fireman is discharged or shall quit the service of the Company of his own accord, he shall be entitled to a letter from the Master Mechanic bearing his signature and seal of office, showing his time of service and previous record and what discharged for.

12. That Firemen shall not be required to wipe below the running boards of engines, except in yard service, where Firemen have time enough to wipe and the engine is used night and day.

13. That the oldest Fireman shall have the preference of vacancies that may occur, also that the oldest Fireman be promoted according to seniority, provided he be capable of passing an examination and is worthy.

14. That the right of a Fireman to act on a committe of conference will be duly recognized, and a leave of absence from duty be granted for that purpose when practicable.

15. Firemen that have been promoted to the position of Engineer shall at all times have the preference for a regular engine over Engineers that have been hired since their promotion.

16. Firemen's mileage to be computed on the same basis as Engineer mileage.

17. That men be furnished to black all stacks and front ends of engines at Galion, Indianapolis, Mt. Carmel and Urbana, and that where men are already provided for that purpose they remain there.

Approved:

J. A. BARNARD,
Assistant General Manager.

W. F. TURRIFF,
Supt. of Motive Power.

G. W. MILLER, Chairman,
JNO. R. HARMON, Secretary.
GEO. W. COEN,
W. LANTENSCHLAGER,
F. F. PARKER,
W. H. HILL,
D. O. CONNOR,
Committee for Firemen.

KANSAS CITY, FORT SCOTT & MEMPHIS, KANSAS CITY, CLINTON & SPRINGFIELD AND CURRENT RIVER RAILROAD COMPANIES.

SCHEDULE OF WAGES OF FIREMEN TAKING EFFECT MARCH 1st, 1889.

ARTICLE 1. The compensation of Firemen in passenger service shall be 55 per cent of Engineers' wages, which is 1.925 cents per mile (100 miles or less to constitute a day's work at $1.925 per day); all over 100 miles to be paid 1.925 cents per mile. When more than ten hours on the run, all in excess to be paid 22½ cents per hour; 30 minutes or more, up to one hour, to constitute one hour's pay.

ART. 2. Firemen in freight service on other than local freight trains and ten-wheel and Mogul engines, to be paid 57 per cent of Engineers' wages, which is 2.28 cents per mile (100 miles or less to constitute a day's work at $2.28 per day); all over 100 miles to be paid 2.28 cents per mile. All Firemen on local freight trains or ten-wheel or Mogul engines to be paid 57½ per cent of Engineers' wages on local runs, which is 2.44⅝ cents per mile (100 miles or less to constitute a day's work at $2.44⅝ per day); all over 100 miles 2.44⅝ cents per mile.

Ten hours shall constitute a day's work in freight service, and no overtime will be allowed until those hours are exceeded. When the schedule of any train exceeds ten hours, all delays of more than one hour beyond the schedule time will be paid for at the rate of 22½ cents per hour. Ten miles per hour shall be considered the running time of extra or irregular trains, and all schedule trains that do not reach ten miles per hour. A delay of 29 minutes shall not be counted. A delay of 30 minutes shall be considered one hour.

ART. 3. Firemen doubling a part of road less than 100 miles in length will be paid for actual mileage, unless the distance when doubled is less than 100 miles, in which case they will be paid for 100 miles; or unless the time consumed in making the double, when the distance is greater than 100 miles, exceeds 16 hours, in which case they will be paid the same as for two single trips.

ART. 4. All Firemen on engines on Construction or Work trains (or breaking in new engines) to be paid $2 per day, except on Arkansas Division, where they will be paid $2.10 per day, 12 hours or less to constitute a day's work. All over 12 hours to be paid 20 cents per hour. Firemen when called upon by Engineers to do work on their engine when laying up on Sundays, to be paid 20 cents per hour for the actual time so employed.

ART. 5. Firemen on switching engines to be paid $1.75 per day. Firemen on pushers and incline engines to be paid $2 per day; 12 hours or less to constitute a day's work. All over 12 hours to be paid for at the rate of 17½ cents per hour.

ART. 6. Firemen on light engines running as a section of a passenger train, to be paid passenger wages. All other light runs to be paid freight wages. The rules governing other day's work and mileage to apply. Firemen dead-heading under Company instructions to be paid one-half the rate of service in which they are employed. When attending as witness for the Railroad Company, Firemen to be paid $2 per day and actual expenses.

ART. 7. When engines are ordered out and not used on account of train being abandoned or otherwise, the Firemen called to go on such

engine to be paid 22½ cents per hour, while so held, until notified by the Division Superintendent or Foreman that the engine is no longer required. After the engine is held out four hours it shall be considered a day's work, except the engine be sent first out, in which case the delayed time to be applied as in other cases.

ART. 8. When engines are held at any place not a terminal point, and where a Hostler or engine watchman is not provided, or where rule governing over-time in previous articles does not apply, the Engineer shall have power to place the Fireman in charge as watchman between the hours of 6 p. m. and 6 a. m., during the time the engine is so delayed. The Fireman to be paid 22½ cents per hour while so engaged as watchman.

ART. 9. In case trains are on the road beyond the limit at which over-time applies, 20 cents per hour, to be paid the Fireman for any switching required on the arrival at the end of their run, or for any switching done before the time designated for their departure.

ART. 10. All Firemen's time to commence one hour after signing the Caller's book, and to end when Engineers register in a book provided for that purpose.

ART. 11. No fines shall be imposed on Firemen for damages, but suspension or dismissal will be applied as the case may require.

ART. 12. Firemen shall not be required to go out when they have been in continuous service sufficiently long to require rest. When they feel they require rest, and will not be able to go out, they must so report when the Engineer registers their arrival. Eight hours will be considered sufficient for rest.

ART. 13. Engines will be run "first in, first out," except when it is found necessary to change the engine to suit to service required. The assignment of engines to different divisions, or different classes of service, to be at the option of the Superintendent Motive Power and Machinery.

ART 14. The rate of Night Engine Dispatchers at Kansas City, Ft. Scott, Springfield and Thayer shall be $2.40. Firemen handling Passenger Engines between the round house and Union Depot at Kansas City, shall receive 35 cents per round trip, except for suburban runs, which will be paid for at the rate of 17½ cents per hour.

W. W. FAGAN, Gen. Superintendent.

J. S. MCCRUM, Sup't Motive Power and Machinery.

GEO. H. NETTLETON, Gen. Manager.

CENTRAL RAILROAD AND BANKING COMPANY OF GEORGIA.

SAVANNAH, GA., Nov. 18, 1889.

MR. T. L. CHAPMAN, Supterintendent Motive Power:

DEAR SIR:—Rules governing the compensation of Fireman, to take effect December 1, 1889. You will please strictly comply with the rules hereafter designated:

1. The pay of all Firemen on all Divisions shall be 50 per cent. of the Engineer's pay, except where there are two Firemen employed; they shall receive $1.75 per day each.

2. On all branch roads where the runs are less than 100 miles per day, Firemen shall receive $1.75. Where runs are more than 100 miles, Firemen shall receive $2.00 per day.

3. Firemen on work trains shall receive $1.75 per day, except in cases of new men being employed, who shall receive $1.50 for the first year, 12 hours or less to constitute a day's work.

4. Hostlers shall receive $65 per month, 12 hours or less to be considered a day's work. Hostler Firemen shall receive $1.50 per day, 12 hours or less to constitute a day's work.

5. Road delayed time will be allowed, according to schedule arranged with the Engineers, and Firemen to receive 50 per cent.

6. Road train Firemen when required to watch and fire up their engines, shall receive one dollar per night.

7. No Road Fireman will be required to fire up, watch, clean fires or fronts at terminal or relay points.

8. No Fireman shall be discharged without a fair and impartial hearing, and if any Fireman believes his discharge or suspension to have been unjust, he shall make a written statement of his case to the Superintentendent of Motive Power, and shall have the privilege of selecting another Fireman employed on the road to represent him, and if his punishment be unjust he shall be reinstated and paid in full for the time lost.

9. When in the judgment of the Company a diminution of force is necessary, the oldest Fireman by seniority of service, shall have the preference of being retained if competent and worthy.

10. In promoting Firemen to the grade of Hostler and Engineer, the oldest Fireman, by seniority of service, will be given preference, provided he is deemed by the Company competent and capable after fair examination and trial.

11. Firemen will be called where Engineers are called, and in the same manner.

12. Firemen attending court or other business of the Company, which takes them from their engines, will be paid full time and necessary expenses.

13. No fine shall be imposed on Firemen for the loss or breakage of tools or damage to rolling stock, they agreeing to use their best efforts to avoid such loss, breakage or damage. Firemen however, will be held reponsible after investigation for consequences of acts of negligence.

(Signed). Yours very truly,

CECIL GABBETT,
General Manager.

THE MISSOURI, KANSAS & TEXAS RAILROAD COMPANY.

Geo. A. Eddy and H. C. Cross, Receivers.

LOCOMOTIVE DEPARTMENT, PARSONS, KAN., Oct. 1, 1889.

General rules governing the employment and duties of Locomotive Firemen:

The following instructions governing the employment of locomotive Firemen, and general rules prescribing their duties and rates of pay will take effect October 1, 1889:

No. 1. In the employment of Firemen in the service of this Company from and after this date the management hereby instruct to employ none but sober, reliable, active, able-bodied men for this service. And all Firemen employed will be directly subject to the orders and control of the Master Mechanic and his assistants at all times, and in all matters pertaining to their duties.

No. 2. In regard to the employment of Firemen, their assignment to engines and train runs, and also in regard to their promotion, these instructions shall be conformed to and carried out in all respects, on all the lines of railway owned, leased or operated by the Missouri, Kansas & Texas Railway Company.

No. 3. The following specified rates of pay for the several classes of engines will be paid Firemen, in the service of this Company respectively:

No. 4. For eight-wheeled passenger engines, $2.00 per day or 2 cents per mile. For eight-wheeled freight engines, $2.25 per day, or 2¼ cents per mile. For six-wheeled connected engines, $2.35 per day, or 2 7-20 cents per mile. For switching engines, $1.85 per day or $55 per month.

WORKING TIME, OVER-TIME AND EXCESS MILEAGE.

No. 5. A day's work for Locomotive Firemen shall be rated on both freight and passenger trains at 100 miles or less per day; and all excess mileage made in one day, over 100 miles, shall be paid for at the above schedule of rates per mile.

No. 6. The working time for Firemen shall commence with the time fixed for the departure of their train from any terminal or division station. Their time, over-time and mileage shall be made up from their Engineer's time slip or trip tickets, or from Round House register for each trip.

No. 7. On all freight runs less than 100 miles, when runs may require more than 10 hours, the Fireman shall be paid overtime at the uniform rate of 25 cents per hour, deducting two hours for delayed time. When the delayed time amounts to more than two hours, all over-time in excess of ten hours shall be paid for at the rate of 25 cents per hour.

No. 8. On all freight runs of over 100 miles, all over-time shall be paid for on a basis of 10 miles per hour, for example: For a run of 150 miles Firemen shall be paid schedule rates for 150 miles, and in addition thereto for all over-time in excess of 15 hours, at the rate of 25 cents per hour.

No. 9. In computing over-time any fraction of an hour less than 30 minutes shall not be counted; 30 minutes or over and less than one hour shall be counted a full hour.

No. 10. Errors made in keeping or computing time of Firemen shall be properly corrected by the Master Mechanic or Assistant Master Mechanic, and any amount of pay omitted in any one month shall be paid them in the month following such omission.

CONSTRUCTION TRAINS.

No. 11. Firemen assigned to construction or work trains of any character shall receive $2.00 per day for 100 miles or less; 12 hours or less to be rated and paid for as one day's work, all over-time made on these trains in excess of 12 hours is also to be paid for at the rate of 25 cents per hour.

No. 12. Firemen employed on construction or work train engines, except in cases of special emergencies shall not be required to watch their engines. When these engines are located on any section of the road, away from the terminal station and Round House, and should it be necessary to wash out boiler, and the Firemen are required to assist in this work they shall be paid for the same number of hours as their Engineers are and at schedule rates of pay.

No. 13. When trains are delayed or stopped off on any section of the road away from Round House, and the Fireman is required to watch

or take care of his engine, he shall receive over-time for such service for the number of hours he is employed, at his regular rates of pay.

No. 14. A day's work for Firemen on switch engines shall be rated 12 hours or less per day.

No. 15. Firemen in all cases shall receive one-half of their regular rates for making dead-head trips over the road, when requested to do so by the Master Mechanic or assistants.

No. 16. When Firemen are called upon to attend court as witnesses on the part of the Railway Company they shall be paid regular pay rates as above specified for each day's service as witnesses.

CALLING FIREMEN FOR DUTY.

No. 17. Firemen shall be called for duty by a regular Caller at all division or terminal stations at least one hour before the departure of their train, and as much earlier as they may arrange for, for the purpose of getting their meals before leaving time.

No. 18. The Caller shall have a book in which Firemen, when called, must enter their name and also time when called.

No. 19. When Firemen are called for duty and their trains are abandoned, they shall receive one-fourth day's pay for reporting for duty, provided they remain at the shops for 2½ hours subject to call.

No. 20. Firemen shall be assigned to such engines and to such freight or passenger run as their seniority on their respective divisions entitles them, said seniority referring to actual road service, but if a fireman through no fault of his own be compelled to fire a switch engine such Fireman shall hold his rights from date of first road service.

No. 21. Firemen will not be allowed to handle engines at stations or elsewhere on the road to do switching or other work, unless they are considered competent to do so by the Master Mechanic, or proper authority subordinate to him.

No. 22. Should there be a surplus of Firemen on any division of the road at any time on account of light business or for other causes, the oldest Fireman in passenger and freight service will have the preference for work, and the younger men, in the order of their terms of service, may be suspended or temporarily laid off by the Master Mechanic.

No. 23. Firemen may stop work and leave their engines at terminal or division stations when they are turned over to the regular Hostler by their Engineers, or when the Engineers give up or leave their engines.

No. 24. Any Fireman after continuous service of more than 16 hours, shall be entitled to 8 hours rest, if he so desires, before he is again called for service, except in cases of washouts, wrecks or other special emergencies.

ENGINE HOSTLERS.

No. 25. Engine Hostlers shall be paid $65 per month for day service, and $70 per month for night service; 12 hours or less shall constitute a day's work for Hostlers, while on duty.

No. 26. Hostlers shall be promoted from the oldest Firemen on the division of the road on which they are employed.

No. 27. Any Fireman may be suspended from duty by the Master Mechanic personally, or assistants, on the request of the Division Superintendent for neglect of duty, carelessness, disobedience of their orders, or for other good and sufficient cause.

No. 28. In case any Fireman, Hostler or Switch Engineer considers that he is unjustly suspended or discharged from the service of the Company, he may make a statement of his case to the Master Mechanic in writing, and within five days from the receipt of such statement he shall be given a fair and impartial trial by a committee consisting of the Master Mechanic, any disinterested Engineer, and one of the older Firemen to be selected by the complainant. Should they decide that he be reinstated in the service of the Company, he shall be allowed and paid one-half of schedule pay rates for the actual time he has been out of service.

No. 29. In case any Fireman, Hostler or Switch Engineer shall be aggrieved by the decisions of committee as provided in Article 28, he shall have the right to appeal his case to the General Superintendent, and his decision in all such cases shall be final, as between the above named employes and the Master Mechanic.

No. 30. No Fireman, Hostler or Switch Engineer shall be discharged from the service of the Company, except for good and sufficient causes. These causes shall include intemperance, incompetency, neglect of duty, violations of rules and insubordination.

No. 31. The Master Mechanic and Assistant of this Company will fairly, equitably and promptly decide all matters referred to them by the above named employes both as to their seniority and also as to the assignment of engines, of their runs, or any other reasonable matter.

No. 32. The proper officer of this Railway Company will listen to any reasonable complaints made either by individual Firemen or by a Committee of Firemen, provided proper notice is given in writing as to the subjects to be submitted by such committee, and a special appointment is made as to the time and place of meeting.

SWITCH ENGINES.

No. 33. Switch Engineers shall be promoted from the foregoing employes in the service of the Company according to seniority.

No. 34. Switch Engineers shall receive $80 per month; 12 hours or less shall constitute a day's work.

No. 35. Firemen that have been promoted to the position of road Engineers, shall at all times have preference for a regular engine over Engineers that have been hired since their promotion.

W. O'HERIN,
Master Mechanic.

Approved:
J. J. FREY, General Superintendent.

CHAS. W. MAIER,
Chairman, J. B. of A., M. K. & T. Ry.

E. P. CURTIS,
Secretary and Treasurer, J. B. of A., M. K. & T. Ry.

ILLINOIS CENTRAL RAILROAD COMPANY.

UNDERSTANDING BETWEEN SUPERINTENDENT OF MACHINERY, ILLINOIS CENTRAL RAILROAD COMPANY, AND LOCOMOTIVE FIREMEN, TO TAKE EFFECT JULY 1, 1890.

ARTICLE 1. Firemen on six wheel connected engines to receive 58 per cent of Engineer's wages in road service.

Firemen on four wheel connected engines to receive 57 per cent of Engineer's wages in road service.

Firemen in switching service to receive $1.60 per day at all points outside of Chicago yards, as per schedule.

ART. 2. Firemen shall not be compelled to act as Hostler except in case of emergency, and only for a brief period and when acting in such capacity to receive same pay as he would receive firing in his regular service.

ART. 3. Firemen shall not be suspended or discharged without just cause. In case of suspension or dismissal, if he thinks his sentence unjust, his case shall have a thorough investigation by the proper officers, at which he may be present. Such investigation to be made in ten days, and if unjustly suspended or discharged, he shall be reinstated.

ART. 4. All coal shall be broke fit for firing.

ART. 5. Firemen shall have preference of runs and promotion, according to time of service, merit being equal, on their respective divisions.

Junior Engineers when set back firing may take the youngest regular Fireman's place in freight service.

ART. 6. When a fireman has been in continuous service, sufficiently long to require rest, he shall not be called for service until eight hours from completion of his trip.

ART. 7. Verbal complaints made by Engineers against Firemen will not be noticed. Engineers will be compelled to make and submit complaint to Master Mechanic in writing. Such complaint to be governed by Article No. 3.

ART. 8. A fireman running switch engine before he is examined, applying for examination and failing in such, the time so run in switching service will not be counted off from 300 days required to be served before drawing full pay. If he passes a satisfactory examination for the position of Locomotive Engineer the time he so switched will be counted in as part of the first or apprentice year.

ART. 9. Engines arriving and leaving terminals between the hours of 6 p. m. and 7 a. m. will be supplied with stores.

Approved June 19, 1890.

HENRY SCHLACKS,
Superintendent of Machinery.

CHESAPEAKE & OHIO RAILROAD COMPANY.

Office of General Manager.—Cicular 47.

CINCINNATI, O., Nov. 22, 1889.

Effective December 1, 1889.

Amended agreement between the Chesapeake & Ohio Railway Company and its Enginemen and Firemen.

ART. 1. The Company will establish a Board of Inquiry composed of Superintendent, Master Mechanic and Trainmaster, for the investigation of all accidents, offenses or misconduct that may occur upon any of the Divisions. A careful and correct report will be made of the evidence given and the Board will decide the punishment to be meted out to the party at fault, reinstating those who are not.

Enginemen will have the right of appeal if they consider their punishment unjust, from the decision of the Board, to the General Manager, through the Division Officers and the Superintendent of Motive Power. Should the Engineman desire it, he can select an Engineman who is employed on the same division to be present at the meeting of the Board.

Enginemen and Firemen who may be suspended will be given a hearing within a reasonable time, and will be notified promptly of the result of the investigation. In case the Engineman or Fireman suspended is found to be innocent he will be paid half time for the time thus lost.

ART. 2. Enginemen and Firemen will be called one hour before the leaving time of their trains, within the hours and limits, and under the regulations already in effect. The Caller must be furnished with a book, which must be signed by the Enginemen and Firemen and must show the train for which the men are called. Any Engineman or Fireman failing to properly respond after having been called will be suspended or discharged at the discretion of the Master Mechanic.

When Enginemen and Firemen are called to go out, and if the train is afterward discontinued or engine is not needed they will be paid respectively 35 and 18 cents per hour, computing the time from one hour after they are called until they are notified of the discontinuance of the train and relieved of their engine. Enginemen and Firemen thus called will stand first out provided it does not interfere with men who have regular runs.

ART. 3. No more Enginemen and Firemen will be assigned to runs than is necessary to do the work, and when necessary to reduce the force, the oldest and most competent Enginemen and Firemen will be retained, it being understood that the older Enginemen and Firemen in the service of the Company shall have the preference of runs when competent and worthy.

Enginemen and Firemen transferred from one division to another shall rank as new men, except in case of men transferred from C. & O. to R. & A. Road and from Eastern Divisions to Cincinnati Division; their standing will be the same as on the divisions from which they were transferred. This, however, not to interfere with men employed on the R. & A. road or by the Contracting & Building Company on Cincinnati Division prior to the C. & O. officers taking charge of same. This, however, will not be construed to interfere with existing possessions of passenger runs.

ART. 4. Enginemen will not be held responsible for excess in rate of speed of their trains descending grades when they have no control of the speed, provided they bring their trains over the summit at proper speed, using care and good judgment afterwards in giving signals for the application of brakes, when circumstances render it necessary. They must also report to the proper officer any failure on the part of the Trainmen to properly apply brakes.

ART. 5. When passing engines run over more than one division, they will, as far as practicable, be operated by Enginemen assigned to the respective division on which the engine runs. The Company, however, reserves the right to run Enginemen over any division of its line that it may find necessary.

ART. 6. Hostlers will be furnished at relay points where now kept to take freight or passenger engines when they arrive at terminals.

If Hostler does not relieve Enginemen and Firemen, and if Enginemen and Firemen cannot bring engine to the Round House within thirty minutes after the time of arrival, they will be paid respectively 35 and 18 cents per hour or fractional part thereof, for the time they are delayed beyond thirty minutes.

ART. 7. Classification of Enginemen will be as follows: Firemen when promoted to Enginemen will serve first year as Junior Enginemen and will receive $2.50 per day for yard service, and 80 per cent. of the rates allowed Senior Enginemen for all road service, and thereafter will be considered Enginemen of the first-class, and receive full rate. Commencing March 1, 1890, classification of Enginemen will be abolished.

ART. 8. Enginemen and Firemen when dead-heading over the road under orders, will be paid 1½ and ¾ of a cent respectively, per mile, for the distance traveled.

ART. 9. Enginemen and Firemen on all mixed trains shall receive respectively 3½ and 1¼ cents per mile run, over-time to be computed same as for freight trains.

ART. 10. For attending court or appearing before proper persons to give evidence where notified to do so by the proper officer of the Company, Enginemen and Firemen having regular engines or regular runs will be paid the amounts their engines make during their absence. Other road Enginemen and Firemen will be paid respectively what they would have made per day had they been running an engine. This shall not prevent the Company from using Enginemen and Firemen having regular runs on other engines and runs before their engines return, if needed. No pay will be allowed in cases where the time so consumed does not interfere with the Engineman and Fireman making his regular trip and having the necessary time to rest. Switch Enginemen and Firemen will be paid for court attendance their regular daily rate, and in case they are ordered away from home to attend court, they will be allowed $1.00 per day, in addition, during their absence for expenses. Enginemen and Firemen will be furnished transportation to and from court.

ART. 11. Enginemen and Firemen of wrecking trains shall be paid respectively 35 and 18 cents per hour, the time to be computed from the time the train starts, or one hour after the men are called and until they return to the point of starting. In case the train is laid up before returning for the purpose of allowing the men time for rest and sleep, such portion of the time will be deducted from the whole and only the time on duty will be paid for. If engine goes out a minimum of four hours will be allowed but no mileage will be paid for it.

In case it is necessary for Enginemen and Firemen to watch their engine at other than terminal points they will be allowed respectively $2.00 and $1.25 per day. Fireman will do the watching when in the judgment of the Engineman he is competent.

ART. 12. Freight road delayed time will not be allowed until schedule time of the train thus delayed shall have been exceeded by one hour. Enginemen and Firemen will be paid respectively 35 and 18 cents per hour for every hour or fractional part thereof over thirty minutes, including the first hour thus delayed.

The above will govern the line between Cincinnati and Russell, Covington and Russell, Covington and Huntington, Clifton Forge and Gladstone, Gladstone and Richmond and Richmond and Clifton Forge.

Delayed time will be computed on other parts of the line as follows:

Through freight between Huntington and Cannelton ten hours.

Local freight between Huntington and Cannelton twelve hours.

Through freight between Cannelton and Hinton ten hours.

Local freight between Cannelton and Hinton twelve hours.

Through and local freight between Hinton and Clifton Forge twelve hours.

Through and local freight between Richmond and Newport News nine hours.

Delayed time under thirty minutes will not be counted, over thirty minutes will be computed as a full hour.

Passenger road delayed time will not be allowed until the schedule time of the train shall have been exceeded by two hours. Enginemen and Firemen will be paid for passenger road delayed time respectively 30 and 15 cents per hour for every hour and fractional part thereof over thirty minutes, including the first two hours thus delayed.

Road delayed time for extra trains will be arrived at by taking the average time of the schedule trains on that Division, passenger or freight as the case may be. Wages will be computed in the same manner as shown in this article for regular freight and passenger trains.

ART. 13. The following are the rates of pay of enginemen and Firemen on the various Divisions:

RUNS—PENINSULA DIVISION.	Miles.	RATE. Eng.	RATE. Firem.
Passenger Richmond to O. P. and return	168	$ 5 05	$ 2 50
Freight Richmond to Newport News	75	3 10	1 55
Switch (12 hours)	72	2 65	1 35
Helper at Fort Lee (12 hours)	72	2 75	1 40
Work (per month, 12 hours daily)	72	80 00	40 00
RICHMOND DIVISION.			
Passenger Richmond to C. Forge	192	6 00	3 00
Passenger Richmond to Chancellorsville	96	3 00	1 50
Passenger Chancellorsville to C. Forge	96	3 00	1 50
Through freight between Richmond and Chancellorsville	96	4 00	2 00
Local between Chancellorsville and Richmond	96	4 50	2 25
Through freight between Chancellorsville and C. Forge	96	4 00	2 00
Local freight between Chancellorsville and C. Forge	96	4 25	2 15
Freight C. Forge to Staunton and return (per mile)	112	4c	2c
Freight C. Forge to Bell's Valley and return (12 hours)	.....	4 00	2 00
Switch (12 hours)	72	2 65	1 35
Work (per month, 12 hours daily)	72	80 00	40 00
JAMES RIVER DIVISION.			
Passenger C. Forge to Richmond	230	6 90	3 45
Through freight C. Forge to Gladstone	111	4 50	2 25
Through freight Richmond to Gladstone	119	4 75	2 40
Through freight C. Forge to Lynchburg (12 hours)	84	4 00	2 00
Local freights James River Division except between Scottsville and Lynchburg	.....	4 50	2 25
Local freight between Scottsville and Lynchburg	68	4 00	2 00
Switch (12 hours)	.....	2 65	1 35
Work (per month, 12 hours daily)	.....	80 00	40 00
HUNTINGTON DIVISION.			
Passenger Huntington to Hinton	150	4 50	2 25
Passenger Hinton to C. Forge and return	160	4 80	2 40
Through freight C. Forge to Hinton	80	4 00	2 00
Through freight Hinton to Cannelton	70	3 75	1 90
Through freight Cannelton to Huntington	76	3 75	1 90
Way freight C. Forge to Hinton	80	4 00	2 00
Way freight Hinton to Cannelton (12 hours)	70	3 80	1 90
Way freight Cannelton to Huntington (12 hours)	76	3 80	1 90
Freight C. Forge to Alleghany and return (per day)	.....	4 00	2 00
Freight Hinton to Stone Cliff or Sewell and return (10 hours)	.....	3 75	1 90
Freight Huntington to St. Albans and return (10 hours)	.....	3 75	1 90
Helpers on Allegheny Mountains (12 hours)	.....	3 50	1 75
Switch (12 hours)	72	2 65	1 35
Work (per month, 12 hours daily)	72	80 00	40 00
CINCINNATI DIVISION.			
Passenger Cincinnati and Huntington	161	4 85	2 40
Through freight Covington to Russell	139	5 50	2 75
Through freight Russell to Huntington two round trips	84	3 80	1 90
Way freight Covington and Russell	139	5 60	2 80
Through freight Covington to Huntington	160	6 40	3 20
Way freight Covington to Huntington	160	6 50	3 25
Switch (12 hours)	.....	2 65	1 35
Cincinnati Transfer Engine (12 hours)	.....	3 50	1 75
Work (per month, 12 hours daily)	.....	80 00	40 00

Trips on special passenger trains of less than 100 miles not provided for in enclosed schedule to be paid for at the rate of 35 cents per hour, 100 miles and over to be paid for at passenger train rates. A minimum of four hours will be allowed on runs less than 100 miles.

Trips on freight trains not shown on schedule, of less than 70 miles will be paid for at the rate of 35 cents per hour. On districts where the distance run would be equal to mileage of that district it will be paid for at the regular freight rates. A minimum of four hours will be allowed on runs less than the number of miles for that district. When an Engineman is started on his trip and the engine is disabled and returned to the shops, he will be paid as follows:

Actual mileage to place of accident, and 30 cents per hour until the engine is returned to the shop. Fireman to receive half above rate.

No Engineman shall be required to double out after he has completed his trip unless he considers himself competent to go, or until he has had at least six hours rest.

ART. 14. Enginemen and Firemen on construction trains shall be paid respectively $80.00 and $40.00 per month, time to be computed by the number of working days in the month, 12 hours or less to constitute a day's work. All over 12 hours will be computed at their regular schedule rate.

ART. 15. In case a difference of opinion as to the construction of this agreement should arise between the Enginemen or Firemen and the Division officers a written statement of the questions at issue must be submitted by the Enginemen or Firemen to the General Manager, the Division officer or the Superintendent of Motive Power, for his construction.

ART. 16. No Engineman or Fireman will be suspended or discharged for serving on this or any other Committee.

ART. 17. No fines will be imposed on Enginemen and Firemen for damage caused by their negligence, but suspension or discharge will be adopted, as the case may seem to require.

Enginemen will not be indefinitely suspended or otherwise punished for killing or injuring stock, unless it is shown that they have been negligent or did not use proper care and judgment.

J. T. HARIHAN,
General Manager.

J. B. IRVING,
J. H. MONDY,
C. W. SPOOTS,
J. B. BURNETT,
W. I. STEELE,
THOS. EDWARDS, Chairman,
G. W. KINKAID, Secretary,
Committee.

ATCHISON, TOPEKA & SANTA FE RAILROAD COMPANY.---THE SOUTHERN KANSAS RAILROAD COMPANY.

Mechanical Department.

The following schedule of rates, rules and regulations, are hereby agreed upon on behalf of the above specified Companies and the Engineers and Firemen employed thereby.

ART. 1. No Engineer or Fireman shall be suspended or discharged upon any charge whatever without first having a fair and impartial hearing and his guilt shall be established, with the exception of aggravated cases, such as serious collisions or intoxication.

There shall be a board of inquiry, composed of the Division Superintendent, Division Master Mechanic, and one disinterested Engineer from the Division on which complaint may arise, whose duty it shall be to investigate all charges of misconduct on the part of the Engineers and Firemen. The right to appeal from local to general officers, as also the right of the Engineers or Firemen to act as a committee on conference, will be duly recognized and leave of absence from duty will be granted for that purpose.

ART. 2. Engineers entering the service of the Company for the first time shall be employed by the Superintendent or Assistant Superintendent of Machinery.

ART. 3. All Firemen who are to be promoted to the position of Engineer will be examined by the Superintendent or Assistant Superintendent of Machinery. The Division Master Mechanics may recommend for examination and promotion such Firemen on their respectiue Divisions as they believe will make good Engineers, always giving the oldest Firemen the preference.

ART. 4. It being important to the Company that every engine in service shall be worked to its fullest capacity, and in order that there may be no misunderstanding between the Transportation and Mechanical Departments as to what is the working capacity of an engine in service, the rating as to the average load to be hauled will be fixed from time to time, as necessities may require, by the General Superintendent and Superintendent of Machinery, who will jointly furnish the Division officers all necessary instructions pertaining thereto.

ART. 5. The compensation of Engineers and Firemen in passenger service shall be as follows:

Engineers—On all classes of locomotives, $3.50 per 100 miles, or less, per day; all over 100 miles, 3½ cents per mile; except on engines hauling passenger trains over the mountains, which shall be 3¾ cents per mile.

Firemen—On four-wheeled coupled engines 53 per cent. of the Engineer's pay; and on other than four-wheeled coupled engines 55 per cent. of the Engineer's pay.

Eight hours shall constitute a day's work for Engineers and Firemen in passenger service, and no over-time will be allowed until those hours are exceeded. When the schedule for any train exceeds eight hours, all delays of more than one hour beyond the schedule will be paid for at the rate of 18 cents per half hour for Engineers, and ten cents per half hour for Firemen.

ART. 6. The compensation of Engineers and Firemen in the freight service shall be as follows:

Engineers—On all classes of locomotives, $4 per 100 miles, or less, per day; all over 100 miles, 4 cents per mile; except on engines hauling freight trains over the mountains, which shall be 4½ cents per mile.

Firemen—On all four-wheeled coupled engines, 55 per cent. of the Engineer's pay; and on other than four-wheeled coupled engines, 58 per cent. of the Engineer's pay.

ART. 7. From Trinidad to Raton shall be considered a mountain division; all Engineers running regularly on said division shall be paid $4.40 for 12 consecutive hours or less; all over 12 hours to be paid pro rata.

Engineers regularly assigned to the Glorietta Mountain shall be paid at the same rate.

ART. 8. Engineers and Firemen in freight service, when making "doubles" only, the "single" of which is less than 100 miles, and the "double" more than 100 miles, will be allowed two "singles" should the "double" consume to exceed 16 hours.

ART. 9. All Engineers on work or construction trains shall be paid $3.75 per day; all Firemen on work or construction trains shall be paid $2 per day; 12 hours or less to constitute a day's work, and all over-time to be paid pro rata. This to apply to all lines under the jurisdiction of the General Manager of the Atchison, Topeka & Santa Fe Railroad Company.

ART. 10. Ten hours shall constitute a day's work for Engineers and Firemen in freight service, and no over-time will be allowed until those hours are exceeded. When the schedule for any train exceeds 10 hours, all delays of more than one hour beyond the schedule will be paid for at the rate of eighteen (18) cents per half hour for Engineers, and ten (10) cents per half hour for Firemen. 10 miles per hour shall be considered the running time of extra or irregular trains and all scheduled trains that do not reach 10 miles per hour. A delay of 14 minutes over the hour shall not be counted: a delay of 15 minutes over the hour shall be considered a half hour.

ART. 11. The rates of pay of Engineers and Firemen of engines in transfer, switching, or helper service, and engines on branches, which are paid at a fixed rate per day or month, shall be as follows:

Engineers of engines on transfer between Argentine and Kansas City, $3 per day; Firemen, $2 per day.

Engineers switching in Kansas and Colorado, $2.75 per day; Firemen, $1.75 per day.

Engineers on engines switching south of La Junta, $3 per day; Firemen, $1.75 per day.

Engineers on engines regularly assigned to helping on Whitewater Hill, $2.75 per day; Firemen, $1.75 per day.

Twelve hours or less shall constitute a day's work; all over 12 hours shall be paid pro rata.

Hostler's wages to remain as now.

ART. 12. Crews of engines held in for snow service will be furnished work in the round house, and shall keep their engines in readiness to start at any time, and shall be paid at the rate of thirty-five (35) cents per hour for Engineers and seventeen and one-half (17½) cents per hour for Firemen, while so employed, and freight rates while buffeting snow.

ART. 13. When an engine is ordered out and not used on account of train being abandoned, or other cause, the Engineer of such engine shall be allowed one-third of a day's pay for the division and class of engine, and stand first out on the board.

ART. 14. Engineers and Firemen running locomotives light will be paid passenger rates over each division. Engineers or Firemen deadheading under orders will be allowed half pay at the rate their services at the time may represent. Engineers or Firemen attending law suits or other Company's business, shall be paid full time and necessary expenses.

ART. 15. Engineers and Firemen shall not be required to go out when they need rest and are expected to judge for themselves whether they need rest. When Engineers or Firemen feel that they require rest and will be unable to go out, they must report same to the round house foreman when they register after arrival. Eight hours shall be considered sufficient for rest.

ART. 16. Engineers and Firemen shall be promoted according to seniority and ability on their respective divisions, unless incapacity is established.

Engineers having engines and runs they are not entitled to according to the terms of the agreement made between the Company and Engineers July 1, 1886, shall be removed, and said engines and runs given to the men according to the seniority on their respective divisions The foregoing to apply to all roads covered by said agreement. In case of a dispute between the Company and the Engineers as regards seniority,

the Engineers shall furnish a list, which shall be accepted unless proven to be in error. Seniority of Engineers will be reckoned from the time of entering road service on their respective divisions.

ART. 17. Engines will be run "first in first out," except when the Superintendent of Machinery finds it necessary to assign engines to certain fast runs, which shall be done only when absolutely necessary.

ART. 18. The purpose of the Company is not to assign any more Engineers than are necessary to move the traffic with promptness and despatch. In case of light business, the Engineer youngest in service on the division shall be laid off or assigned to firing service.

ART. 19. When passenger engines run over more than one division, Freight Engineers will be promoted to passenger service on each division in proportion to the mileage of each division over which the run extends.

ART. 20. Engineers' and Firemens' time will commence at the time of departure of train, as designated in Caller's book, and trip tickets will be dated accordingly. In cases where the round house register and train sheets conflict as to arrivals, the matter will be investigated, and, if proper, the time of Engineers and Firemen will be taken from the round house register.

ART. 21. When road Engineers called upon to run switch engines are thereby deprived of making a regular trip upon the road, they shall receive road pay. If road Engineers are called upon for switching service and do not lose their trip upon the road, they shall receive Switch Engineer's pay.

ART. 22. Engineers must carry while on duty a reliable watch, which must be inspected periodically in accordance with the rules of the Company by a competent watchmaker designated by the Company.

ART. 23. Hostlers shall be provided at all terminal stations, whose duty it is to take engines on arrival. Engineers or Firemen shall not be required to put away engines, clean fires, or blow out fronts at terminal stations.

ART. 24. Engineers and Firemen after being permanently located on a Division, who shall be transferred at the request of the Company shall have the privilege of returning to their respective divisions before any others are hired or promoted on the division from which they were transferred.

ART. 25. The Company on its part, and the Engineers and Firemen on their part, agree that they will perform the several duties and stipulations as provided for in this agreement until 30 day's notice has been given by either party to the other, requesting a change in the same.

ART. 26. In case a difference of opinion as to the construction of this agreement shall arise between the Engineers or Firemen and divis-

ion Officers a written statement of the questions at issue must be submitted by the Engineers or Firemen, as the case may be, to the General Manager, through the division officers, and Superintendent of Machinery for his construction.

Grievances, to be considered, must be presented within 60 days after their occurrence.

ART. 27. On the adoption of the foregoing schedule, rules and regulations, all previous schedules, rules and regulations shall become void. This agreement shall be in effect from and after February 1, 1888.

For Atchison, Topeka & Santa Fe Railroad Company,

GEORGE HACKNEY,
Superintendent of Machinery.

For The Southern Kansas Railroad Company,

GEORGE HACKNEY.

For Locomotive Engineers and Firemen on A. T. & S. F. R. R. and Southern Kansas Railroad,

I. CONROE,
Chairman.
WILLIAM H. HAMILTON,
Secretary.

ST. LOUIS & SAN FRANCISCO RAILROAD.

SPRINGFIELD, Mo., June 1, 1888.

The following schedule of rates and regulations for employment of Engineers and Firemen with this Company is hereby announced:

1. The compensation of all engineers in passenger service shall be $3.50 per 100 miles or less per day; all over 100 miles three and one-half cents per mile. All delayed time in excess of ten hours will be paid for at the rate of 35 cents per hour to the Engineers.

2. In freight service, all Engineers on all classes of locomotives shall receive $4 per 100 miles or less per day, and all over 100 miles, 4 cents per mile.

Ten hours shall constitute a day's work for Engineers and Firemen in freight service, and when the schedule for any train exceeds ten hours, all delayed time in excess of one hour beyond the ten hours will be paid for at the rate of 35 cents per hour for Engineers, and Firemen their percentage proportion.

Road Firemen on all four-wheeled coupled engines will receive 54 per cent; on six-wheeled coupled engines, 57 per cent, and on eight-wheeled

coupled engines, 58 per cent of the Engineer's rate of pay, in both passenger and freight service.

BRANCH RUNS.

3. Chadwick, Bolivar, St. Paul and Mansfield to Fort Smith, on round trip runs of 100 miles or less per day, passenger train rates shall apply.

4. Engineers on work and construction trains shall be paid $3.50 per day of 12 hours or less, and all over-time to be paid *pro rata.* Firemen to be paid $2 per day.

5. Switching Engineers to be paid $3 per day of 12 hours or less at St. Louis, and at all other points $2.75 per day; all over 12 hours to be paid *pro rata.* Firemen of same, $1.75 per day.

6. Engineers running push or hill engines to be paid $3.25 per day of 12 hours or less; all over 12 hours at the rate of 30 cents per hour. Firemen will receive passenger Firemen's pay.

7. Engineers and Firemen dead-heading under the Company's instructions to be paid one-half the rate of service in which they are employed.

8. Engineers when attending as witnesses for the Railroad Company are to be paid $3.50 per day and actual necessary expenses. Firemen their percentage proportion.

9. Engineers and Firemen running locomotives light will be paid passenger train rates.

10. Engineers and Firemen will be promoted on their respective divisions according to seniority and ability; the Company reserving the right to transfer them to other divisions.

11. Engineers having regular runs prior to this date not to be affected by clause 10.

12. Engineers and Firemen in freight service, when making doubles only, the single of which is less than 100 miles and the double more than 100 miles, will be allowed two singles should the double consume to exceed sixteen hours.

13. When engines ordered out and not used on account of train being abandoned or otherwise, the Engineer called to go on such engine to be paid 35 cents per hour, and the Fireman his per centage for the time so held, until notified by the Foreman or Division Superintendent that the engine is no longer needed. After the engine is held out four hours it shall be considered a day's work, unless the engine be sent first out, or in case the Engineer does not lose his regular run; in the event of either of which the delayed time to be applied as in other cases.

14. When engines are held at any place not a terminal point, and where a Hostler or Engine Watchman is not provided, or when rule gov-

erning over-time in previous section does not apply, the Engineer shall be paid 30 cents per hour for caring for the engine between the hours of 6 A. M. and 6 P. M., and shall have the right to place the Fireman in charge of engine between the hours of 6 P. M. and 6 A. M., during the time the engine is so delayed. Firemen to receive their per cent. of Engineer's rate.

15. In cases where trains are on the road beyond the limits at which over-time applies, 30 cents per hour to be paid the Engineer for any switching required upon the end of their run, or for any switching done before the time designated for their departure. Firemen to receive their per cent. of Engineer's rates.

16. All Engineer's and Firemen's time to commence one hour after signing Caller's book, and to end when they register in book provided for that purpose.

17. No fines shall be imposed on Engineers and Firemen for damages, but suspension or dismissal will be applied, as the case may require.

18. Engineers and Firemen shall not be required to go out when they have been in continuous service sufficiently to require rest. When they feel that they require rest and will not be able to go out, they must so report when they register their arrival. Eight hours will be considered sufficient for rest.

19. Engineers and Firemen will be run first in first out on their respective divisions, except when the Superintendent of Machinery finds it necessary to change the engines to suit the service required; the assignment of engines to different divisions or different classes of service to be at the option of the Superintendent of Machinery.

20. No Engineer or Fireman shall be suspended or discharged upon any charge without having a fair and impartial hearing, and his guilt established, except in aggravated cases, such as collisions or intoxication. He shall also have the right to appeal from the local to the general officers.

21. The Company on its part, and the Engineers and Firemen on their part, agree that they will perform the several duties and stipulations as provided for herein until thirty day's notice has been given by either party to the other, requesting a change in the same.

22. On the adoption of the foregoing schedule, rules and regulations, all previous schedules, rules and regulations shall become void. This schedule shall be in effect on and after June 1, 1888.

Example:—Under Rule 2, a freight run of 120 miles pays the Engineer $4.80. If the train is scheduled at twelve hours, and arrives one hour late, the Engineer would be entitled to two hours over-time but for the fact that the twenty miles in excess of a day's work pays him 80

cents, thus giving him, by mileage rate, 10 cents more than two hours over-time entitles him to receive, thus:

11 hours or less, 100 miles	$4 00	or	100 miles	$4 00
2 hours over-time	70	"	20 miles extra	80
Total by hours	$4 70		Total by mileage	$4 80

Mileage pay governs, except where it pays less than $4.00 for the first eleven hours, and 35 cents per hour for actual time in excess of eleven hours.

Approved:

H. L. MORRILL, General Manager.

J. R. GROVES, Supt. of Rolling Stock.

NORTHERN PACIFIC RAILROAD COMPANY.

Machinery Department.

SCHEDULE FOR FIREMEN.

OFFICE SUPT. M. P., M. & R. S., N. P. R. R.,
ST. PAUL, MAY 12, 1890.

By advice with and consent of the General Manager the wages of Firemen on all divisions of the road will, from June 1, 1890, be established at rates in schedule below:

FIREMEN.	FREIGHT.		PASSENGER.		WORK.	
	Per 100 Miles or Less.	Over-Time Pr hour.	Per 100 Miles or Less.	Over-Time Pr hour.	Per Day, 12 hours or Less.	Over-Time Pr hour.
On consolidation engines	$2 50	$0.25	$2 50	$0.25	$2 35	$0.235
On six-wheel connected engines, except switch engines	2 35	.235	2 35	.235	2 25	.225
On standard and other engines	2 25	.225	2 25	.225	2 25	.225

FIREMEN.	SNOW PLOW AND SNOW PLOW HELPER.			SWITCH.	
	Per Day, 10 hours or Less.	Per Mile.	Over-Time Per hour.	Per Day, 12 hours or Less.	Over-Time Per hour.
On Consolidation engines	$2 50	$0.25	$0.25	$2 35	$.235
On six-wheel connected engines, except switch engines	2 35	.235	.235	1 75	.175
On Standard and other engines	2 25	.225	.225	1 75	.175

Hostlers, $2.35 per day of twelve (12) hours.

1. Overtime of Firemen on regular runs shall begin when the schedule time of train is exceeded one hour. When schedule time of train is exceeded one hour or more, overtime allowed shall include the first hour's delay. When the schedule time of train averages more than ten (10) hours for one hundred (100) miles or less, over-time shall be paid according to this basis—ten (10) hours. In computing all over-time thirty (30) minutes or over shall be counted as one hour after the first hour's delay.

2. Firemen shall be called as near as practicable one (1) hour before engines are ordered to be at station, forty-five (45) minutes being allowed for passing from engine house to station. The Caller shall have a book in which the Firemen shall register the time they are called, signing their names.

3. Firemen held waiting for trains beyond the time train was specified to leave, shall be paid for each hour held at rate paid for overtime.

4. When trains for which men have been called are abandoned, men shall be paid for time held between time they were specified to leave and time train was abandoned at schedule for over-time per hour or fractional part over thirty (30) minutes, but in no case Firemen shall receive pay for less than one-quarter of a day and stand first out, and go on train called for.

5. The time of extra or wild trains shall be computed on a basis of ten (10) hours for one hundred (100) miles or less. All allowances made to regular trains shall be made to extra or wild trains.

6. Sanding or cleaning stock cars, stock loading or unloading shall be paid for in all cases on a basis of overtime schedule rate, except when done by work train, pusher and switch engines, and time train engines are so employed shall not be considered or paid for except as stock loading.

7. Men on work trains, transfer engines, pushers or switching engines shall be paid one day for twelve (12) consecutive hours or less. More than twelve (12) hours shall be paid for as over-time.

8. Firemen on work train and transfer and pusher engines, except engines assigned to mountain service, shall be paid at schedule rate per day of twelve (12) consecutive hours or less, including Sundays, and over-time as per schedule rate, per hour.

9. Firemen on engines used as double-headers shall be paid the same rate as the regular engine on same train, except in cases where engine used to double-head is one regularly assigned to and paid for such service.

10. Regular road Firemen sent out with their engines to do extra pushing and run from one district or division terminal to same or othe-

terminal of same district or division, shall be paid at schedule rate per hour when employed in pushing service in addition to pay for mileage.

11. Firemen assigned to snow plow service shall be paid at rate of $2.00 per day for each twenty-four (24) hours held in readiness to use. When assigned to duty on the road and run over district or division they shall be paid for mileage made at schedule rate.

12. The right to use snow plow engines ten (10) hours per day in snow blockades is reserved, and when so used Firemen shall be paid at rate in above schedule for different classes of engines.

13. Except in extreme and unavoidable cases engines with large snow plows shall not be used on trains or attached to them.

14. Firemen on engines used as snow plow pushers shall be paid at same rate when employed as men on regular snow plow engines.

15. When Firemen assigned to regular trips are held from such runs for special trains or service, they shall be paid one (1) day at work train rates for each twelve (12) hours held after departure of their regular train.

16. Firemen dead-heading on the Company's business shall be paid at the rate of 22.5 cents per hour when riding on the road. In no case less than one day shall be allowed when no other service is performed. When held as witnesses for the Company, Firemen shall receive pay at the rate of $2.25 for each 24 hours held. Necessary allowances for expenses will also be made. Time held attending court to be certified by the Company's attorney.

17. Firemen on short runs may be arranged with to do terminal switching, or care for their machinery to help make up a day's work.

18. Firemen on through runs of 100 miles or more, when required to do switching at terminals; shall be paid for such service at schedule rate of over-time.

19. Firemen held preparing engines for road service after they have been turned out of shop shall be paid at the rate of 22.5 cents per hour, and not less than one day if no other work is performed.

20. Dates shall change at 12 o'clock, midnight, same as calender dates, and two runs on road commencing on separate dates shall be paid for at not less than one day for each run.

21. Firemen assigned to mountain helper service shall be paid on following basis.

Between Livingston and Bozeman,
Between Helena and Elliston,
Between Missoula and Arlee,
Between Easton and Weston,

One round trip or less shall be one day; three single trips or two round trips shall be two days, etc.

22. The above allowances to apply to mountain engines working between the points named as terminals and all miles run in either direction outside of limits named to be paid for per mile at schedule rate.

Trip from Livingston to Timberline and return, Bozeman to Muir and return, Helena to Blossburg and return, and Missoula to Evaro and return, shall be paid for same as round trip between the fixed mountain terminals, and single trips between the points mentioned same as single trips between the fixed mountain terminals.

Trips from Livingston to Muir and return, Bozeman to Timberline and return, Elliston to Blossburg and return, Arlee to Evaro and return, Easton or Weston to Stampede or Martin and return, shall be paid for as equal to a single trip between the fixed mountain terminals.

23. In transferring Firemen permanently from one division to another men transferred shall rank on new division the same as though commencing service on the road.

24. Firemen who voluntarily leave the service to engage in other business, or to work on other roads, and who may subsequently be reemployed on this road, shall rank as new men, be assigned to service and subject to the conditions of that rank.

25. All time allowances to Engineers must include the Fireman who is with him, and the Engineer is required to account for the Fireman's time with his own.

26. Firemen shall rank from date they are regularly assigned to duty, and in the event of there being a surplus of men, the Firemen oldest in service of the road shall have preference of employment.

27. No more men shall be employed in the service than is necessary to do the work and earn a reasonable monthly average of compensation at the schedule established, and whenever, in the judgment of the Firemen, there are too many Firemen for work furnished, a committee of Fireman shall call the attention of the Master Mechanic to such surplus of men and the matter will be remedied, it being always understood that men will be retained under seniority of rights.

28. Firemen shall have seniority rights to runs on their respective divisions when there is a vacancy, including main line and branches of the same. When by reason of the discontinuance of any superior train it becomes necessary to set men back in service, men shall be reduced in the same order that they advanced.

29. Should terminal points for runs of consolidation engines in mountain service be changed, satisfactory rates will be arranged between men concerned and the Railroad Company.

30. Firemen on engines other than those engines regularly assigned to mountain service, when used as helpers on mountain grades shall be paid double mileage at schedule rate.

31. Firemen on all engines used on grades of over 150 feet per mile, shall be paid at rate agreed upon between men concerned and Railroad Company.

32. Firemen who are discharged, and who, upon further investigation, are found to have been unjustly dealt with, shall be restored to the proper rank, provided the matter may have been settled within six months from the time of occurrence; otherwise, if re-employed, shall rank as new men.

33. Firemen leaving the service shall be paid at earliest practicable moment in full, less usual deductions which may be found against their pay, and they have accepted, up to date of ending service.

34. Firemen charged with offenses involving either suspension for a period, or discharge, shall be advised in writing of the nature of offenses charged, and shall have a full investigation within a reasonable time, which, except in extreme and unavoidable cases, shall not exceed five (5) days. All parties concerned shall be present.

35. No Firemen shall be suspended or discharged without proper cause, and in case a Fireman believes his suspension or discharge is unjust, he shall make a written statement of the facts in his case and forward to his Master Mechanic, designating any other Fireman or committee of Firemen in the employ of the Company at the time and on the same division, and the Master Mechanic will meet them, and without any unnecessary delay investigate the case, and a prompt decision will be given. If the Fireman is decided blameless, he shall be immediately reinstated and paid for time lost on account of such suspension or discharge.

36. All charges or reports made against a Fireman shall be in writing and accused Fireman furnished with a copy.

37. Firemen shall not be required to pay fines on account of breakages.

38. When Firemen have been in continuous service sufficiently long to require rest, they shall not be called until sufficient time has been allowed them to recuperate, Fireman to be judge of his own condition.

39. Firemen not assigned to regular runs and assigned to regular engines shall run first in first out on the district or division to which they are assigned.

40. Firemen when required to take charge of or watch engines on work or construction trains, shall be paid over-time as per schedule rate.

41. The position of Hostler shall be filled by promoting the Fireman oldest in service on their respective divisions, and the position of Switch Engineer by promoting Hostlers oldest in service, provided men are competent.

42. Men who are promoted to rank of Switch Engineer or Hostler, and who give acceptable service in their respective positions for a pe-

riod of 30 days, shall retain rank so gained even if the condition of business makes it necessary to put them back temporarily to former rank. All men shall be paid as per schedule rate for work to which assigned.

43. Fireman subject to promotion should be recommended by an Engineer for whom he has fired, or by the road Foreman of engines, and recommendation approved by the Master Mechanic of the division.

44. Two members of the same family shall not be employed on the same engine in road service as Engineer and Fireman.

45. In cases when engines are laid up on account of Engineer being off duty, the Fireman will be furnished with employment within a reasonable time, not to exceed three days.

46. This agreement on the part of the Northern Pacific Railroad shall be observed by all Superintendents, Train Masters, Master Mechanics and Time Keepers, and no change is to be made except previous notice be given.

47. The signing men agree for themselves and associates to do their part toward a faithful observance of this schedule, and to aim to avoid cause for complaint in handling of trains, loss of time on the road, and over-time resulting.

W. T. SMALL,
Superintendent Motive Power, M. P., M. & R. S.

Approved:
WM. S. MELLEN, General Manager.
J. D. IRBY, Chairman.
W. J. BAIN,
W. W. GREEN,
JAMES MULLIGAN,
J. SWABLE,
T. F. HAGAN,
A. M. GETCHELL,
E. R. MCKEAN,
GEO. HARTER,
Committee.

COLORADO MIDLAND RAILROAD COMPANY.

RULES AND CONDITIONS AFFECTING THE EMPLOYMENT AND REMUNERATION OF ENGINEERS AND FIREMEN, TAKING EFFECT AUGUST 1st, 1890.

ARTICLE I.

SECTION 1. On the through runs between Colorado Springs or Colorado City and Leadville, mountain mileage will be recognized as existing between Manitou, Iron Springs and Cascade, namely, 4 6-10 mountain

miles; and upon all runs between Leadville and Aspen Junction, mountain mileage will be recognized as existing between Leadville and Miller Creek, namely, 44 mountain miles.

SEC. 2. Over-time on all regular and extra trains, when schedule time on regular trains shall have been exhausted, and is exceeded 30 minutes or more, over-time will be allowed at the rate of 40 cents per hour to the Engineers and 26 cents per hour to the Firemen. Over-time on all extra trains to be computed at schedule time of trains of same class, and over-time paid after such time has been exceeded 30 minutes. For extra freight, use the time of the fastest freight as a basis; for extra passenger, use the time of regular passenger. Over-time will be allowed for all dead time and switching, consecutively counting, at stations, for all over 30 minutes.

SEC. 3. The following schedule of wages will be paid Engineers for runs specified. Firemen in all cases to receive 65 per cent of Engineer's pay, except on switch engines, where the rate is $3.25 per day to Engineers, the Firemen to receive $2.15 per day.

RUN NO 1.

Colorado City and Denver—Passenger, one round trip, $6.

Allow one hour extra, at 40 cents, for turning train at Denver, when the same is done by the regular crew.

Colorado City and Denver—Freight, for 85 miles, $4.

RUN NO. 2.

Colorado City and Red Rock Quarries, one day of 12 hours, $4.

If less than 12 hours are consumed in quarry work, the balance shall be put in on work train or switching in Colorado City yard, provided the engine is needed.

RUN NO. 3.

Colorado City and Manitou or Cascade—all classes, each round trip, one-half day, $2.

RUN NO. 4.

Colorado City and Green Mountain Falls, and all points between Green Mountain Falls and Divide—all classes, one round trip, one day, $4.

All additional trips at six cents per mile.

RUN NO. 5.

Colorado City and Florissant—all classes, one round trip, $5.

All additional trips at six cents per mile.

RUN NO. 6.

Colorado City and Spinney—all classes, one round trip, $6, and two hours over-time, making total for trip, $6.80.

Schedule time for the round trip considered at 10:45; when exceeded 30 minutes, over-time allowed.

RUN NO. 7.

Colorado City and Leadville—Passenger, to be paid for at the rate of $4.75 per 100 miles, excepting that portion covered by Section 1, Article 1.

RUN NO. 8.

Colorado City and Leadville—Freight, rate, $5.11 per 100 miles, excepting that portion mentioned above. When switching at quarries, near Higgins, one hour will be allowed, whether time so consumed is made up in running or not.

For all freight trips on the Eastern Division not specified above, allow mileage at $5.11 per 100 miles—work trains excepted.

For passenger trips not specified, and between Colorado Springs and Florissant, and for more than one trip to the point in question, use the amount for one trip and allow six cents per mile for each additional mile.

RUN NO 9.

Leadville to Miller Creek and Intermediate Points—all classes, for 44 miles, $4.

RUN NO. 10.

Miller Creek and all points West of same, for 85 miles, $4. Excepting passenger between New Castle and Aspen, which is to be $4 for 100 miles.

On the Coal Branch $200 per month. Twelve hours to constitute a day. For regular crews, one trip or more to be rated as one day until 12 hours are consumed. Over time pro rata. Extra crews to be paid pro rata for time consumed.

RUN NO. 11.

Work trains—One day of 12 hours, $4.00; all over 12 hours, 40 cents per hour. When runs are made exceeding 85 miles in 12 hours, mileage will be allowed.

RUN NO. 12.

Colorado Springs and Woodland Park, suburban—Three round trips at 6 cents per mile; allow one hour over-time for turning train.

RUN NO. 13.

Florissant and Divide, pusher—Each round trip, one-half day, $2.00; minimum per day of 24 hours, $4.00.

RUN NO. 14.

Wild Horse or Buena Vista and Hill Top, pusher—Each round trip, one-half day, $2.00; minimum per day of 24 hours, $4.00.

RUN NO. 15.

Colorado City and Palmer Lake, pusher—One round trip, one day, $4.00.

RUN NO. 16.

Leadville and Hill Top, pusher—One round trip, 100 miles at .0511, $5.11.

RUN NO. 17.

Leadville and Crystal Lake, pusher—One round trip, one-half day, $2.00; for regular pusher, over one round trip in 6 hours, allow 4 hours for each additional trip; over 6 hours, one day, $4.00.

RUN NO. 18.

Leadville and Hagerman, pusher—One round trip, one day, $3.00; allow regular pusher for all additional trips, $4.00 for 44 miles; intermediate points pro rata.

RUN NO. 19.

Aspen Junction and Hagerman, pusher—Mileage as above.

SWITCHING NO. 20.

Colorado City yard, Colorado Springs and Glass Works—One day of 12 hours, $3.25; over-time, 30 cents per hour.

Aspen yard—One day of 12 hours, $3.25; over-time, 30 cents per hour.

When road engine is used—One day of 12 hours, $4.00; over-time, pro rata.

Switching, Cardiff—By regularly assigned switch engine, one day of 12 hours, $3.25; by road crews, 40 cents per hour.

Leadville yard—One day of 12 hours, $4.00; over-time, pro rata.

RUN NO. 21.

When crews are regularly assigned to pushing snow plows or flanger, when not on the road, one day, $4.00; when on the road, regular mileage.

Rotary snow plow—When locomotive Engineers are regularly assigned to running rotary snow plow, one day, $5.00.

SEC. 4. Where a crew has started out to do road work or yard service, such Engineer and Fireman will receive not less than one-half day's pay; and the crew will stand first out, providing only half a day is made.

SEC. 5. If the average time on any train where forty-four miles are run for a day, is less than nine miles per hour, or average time where eighty-five or seventy-eight miles ($5.00 per 100) is run for a day is less than twelve miles per hour, over-time will be paid at the rate of 40 cents per hour, to be figured from leaving to arriving time.

SEC. 6. Engineers called upon to dead-head over the road on Company's business, will be paid $4.00 and Firemen $2.50, for dead-heading over the full length of either division; but if dead-headed over a distance not exceeding one-half the length of either division they will receive one-half of the above amounts, respectively.

SEC. 7. In case Engineers and Firemen report for duty as in-
:ructed, or are called and their services from any cause whatever are
ot required, each man in his grade will be paid half his regular daily
ay and stand first out.

ARTICLE II.

SECTION 1. No Engineer shall be dismissed or suspended from the
ervice of the Company without just cause. In case an Engineer be-
eves his discharge or suspension to have been unjust, he shall make a
ritten statement of the facts in the premises, and submit it to his
laster Mechanic, and at the same time designate any other Engineer,
ho may be in the employ of the Company at the time on the same
lvision; and the Master Mechanic, together with the Engineer last re-
erred to shall, in conjuction with the Superintendent, or some other
uperior officer, investigate the case in question, and when at all practi-
able, such investigation to be made within five days from the date of
he receipt of the communication from the Engineer; and in case the
foresaid discharge or suspension is decided to have been unjust, he shall
e reinstated and receive full pay for the time lost on said account.
'he right to appeal from Local to General officers, as also the right of
he Engineers and Firemen to act as a Committee of Conference, will be
uly recognized, and leave of absence from duty will be granted for that
urpose. This section applies with equal force to Firemen as well as
ngineers.

SEC. 2. No more Engineers and Firemen will be assigned than are
ecessary to move the traffic offered with promptness and certainty.

SEC. 3. The Engineers and Firemen longest in continuous service
ith the Company in their respective capacities, will have the right to
ndicate the run each prefers, and such runs will be assigned them, pro-
ided they are competent.

Rights of Engineers and Firemen in road service will commence from
ate of entering such service permanently; but if a road Engineer or
ireman, of his own accord, takes a switch engine, he shall forfeit his
ights to road service. Applicable to Engineers and Firemen on their
espective divisions.

An Engineer or Firemen once having made his selection of runs in
ccordance with the provisions of this section, loses his right to make
urther changes; that is, so long as the conditions relating to his chosen
un are not materially altered.

SEC. 4. In promoting switch Engineers to road Engineers, the oldest
ngineers on switch engine, continuously counting, will have the right
o go on the road.

SEC. 5. When vacancy as Engineer occurs, the oldest Fireman,
ontinuously counting, in the service on their respective Divisions, may

be promoted to fill the vacancy. This to be done only after such Fireman shall have been examined orally, and in writing if necessary, by the Master Mechanic. He must show credentials certifying that he has served at least three years as Fireman on this and other roads. No Fireman shall be promoted unless he has served at least one year in freight service on this road.

SEC. 6. In promoting Firemen from Engine Watchmen, Wipers and such service, they must have sufficient education in the English language to thoroughly understand the Time Table and Rules of the Company, and not employ any one for Fireman who will not make a sober and competent Engineer.

SEC. 7. Any Engineer or Fireman who shall wilfully misuse or destroy the Company's property, or who is habitually careless or negligent or fails to take proper care of engines or property shall, on these facts being proven, be dismissed. But no Engineer shall be held responsible for, or be required to pay for killing stock or for breakage of tools or Company's property, provided the occurrence be such as would be likely to happen on any well managed railway, and the case is such that neither wilfullness or carelessness can be proven against the employe concerned.

SEC. 8. Engineers shall run "first in and first out," except when the Master Mechanic shall find it necessary to assign particular engines to certain runs.

SEC. 9. Arriving time of engines at terminal stations shall be taken from the Round House Register and Engineer's time slips, the former to govern in case of disputes.

SEC. 10. A list of Engineers and Firemen shall be posted up in each Division Master Mechanic's office, where it can be seen by those concerned, showing when they enter such service and date of promotion, if such has occurred in the service of this Company.

SEC. 11. The caller will be at the last known residence of each Engineer and Fireman wanted, as nearly as practicable, one hour before the starting time of the train. The Caller will have a book showing names, time of train and nature of service. In this book those called will sign their names and state the time.

SEC. 12. The time to be computed for each run will begin at the time designated in the caller's book for the train to leave.

SEC. 13. Engineers and Firemen shall not be required to go out when they need rest. Of this each man shall judge for himself, and when an Engineer or Fireman is of the oponion that he needs rest and will be unable to go out, he shall report the fact to the Round House Foreman at the expiration of his prior trip. Eight hours shall be considered sufficient for rest.

SEC. 14. When an engine is in for repairs its Engineer and Fireman shall rank as extra men, and they shall take their turn on the extra list.

SEC. 15. The management will take notice of Engineers and Firemen addicted to drink and frequenting improper places. Drinking on duty, and excessive drinking at other times is hereby condemned.

It is hoped that every Engineer and Fireman having proper regard for his profession, and due respect for the Company's interests, will do his utmost to secure full observance of this section.

SEC. 16. Engineers and Firemen shall, on leaving the service of the Company, be furnished with a letter stating in what service he was employed, what length of time, and cause of discharge or resignation, signed and sealed by a proper official.

SEC. 17. Errors made in recording or computing time shall be corrected in the month following, provided the Engineer or Fireman shall call attention thereto in time. When corrections are made in the time turned in, the Engineer or Fireman concerned shall be notified thereof within 48 hours of the time the trip report is turned in.

SEC. 18. No changes of rights or runs from one division to another will be allowed under any circumstances.

SEC. 19. When an engine has been in for repairs, the regular crew will be granted the privilege of breaking engine in ready for road service. If regular crew is absent, first Engineer and Fireman on "extra list" will do such work.

SEC. 20. Such cases now existing as may not be in accord with the foregoing terms and conditions will be adjusted.

SEC. 21. On the adoption of the foregoing schedule, rules and regulations, all previous schedules, rules and regulations shall be void.

This agreement shall be in effect on and after August 1, 1890.

J. V. SMITH, Chairman.
CHAS. NELSON, Secretary.
Committee Representing Engineers and Firemen.

Approved:
H. COLLBRAN,
General Manager Colorado Midland Railway Co.

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